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ABSTRACT

This booklet presents a model for use by any size or type of school district in developing an affirmative action plan. The model is intended to give districts a clear idea of what affirmative action requires and what type of program must be implemented for affirmative action to be successful. Separate sections of the booklet discuss numerical review and analysis of the school district work force; goals and timelines for an affirmative action program; inservice training, negotiation, and implementation of an affirmative action program; grievance procedures; record keeping, monitoring, and evaluation; and guidelines for recruiting, hiring, and retaining minority group employees. The appendix includes an extensive list of ethnic organizations and agencies in the state of Washington for use in recruiting minority group employees. (Author/JG)

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AFFIRMATIVE ACTION PLAN

FOR SCHOOL DISTRICTS

EA 007 201

2

SPI **Superintendent of Public Instruction**
DR. FRANK B. BROUILLET · OLD CAPITOL BLDG., OLYMPIA, WASH. 98504

June - 1974

TO: Persons Interested in Affirmative Action

FROM: Dr. Frank B. Brouillet, State Superintendent of Public Instruction

RE: Affirmative Action

Affirmative action is a means of providing equal employment opportunities to all people.

Affirmative action is apparent when personnel policies and practices aggressively seek to overcome the effects of previous discrimination against certain classes of persons.

The federal government has defined those "protected classes" of persons to be disadvantaged ethnic minorities, women, the disabled and the aged.

The legal precedents for affirmative action are quite long-standing. In 1961 President Kennedy issued Executive Order 11246 which ordered all federal contractors of over $50,000 to present an affirmative action plan for employment of ethnic minorities.

This was amended by President Johnson to include women, and by President Nixon to include the disabled and aged.

In January of 1973 an amendment was passed specifically covering school district contractors and lowering the limit to $10,000.

Since school districts receive grants, and grants are not contracts, school districts presently are not required to submit an affirmative action plan in order to qualify for monies.

But, the spirit of the legal trend is clear and the federal government is moving to cover grantees. In the next two years, this will probably be accomplished.

In view of these developments, I am encouraging school districts to develop a comprehensive affirmative action plan. I think that this is an educationally sound practice as well as a legally sound one.

SPI has developed a model plan for school districts and will be happy to provide technical assistance to any district which wishes to adopt a plan.

You might also refer to Bulletin 63-72 issued in July 1972 that speaks to affirmative action programs.

Pam Root
Associate Supervisor
Equal Educational Opportunity

Warren H. Burton
Director
Equal Educational Opportunity

NOTE

This is to alert you that this third printing is the last for this particular publication. The requests for this Model Affirmative Action Plan for School Districts continues to exceed the supply. This is quite gratifying.

It is hoped that a more technical booklet can be developed and utilized now that school districts are involved in developing affirmative action plans.

Thank you for your leadership in meeting the need to develop and implement effective school district affirmative action programs.

This is a model for an affirmative action plan for a school district. It was developed by the Superintendent of Public Instruction, Equal Educational Opportunity section and the Northwest General Assistance Center at Seattle University. The model is intended to give districts a clear idea of what affirmative action requires and the program which must be implemented in order for affirmative action to be successful.

It is recognized that any model needs to be adapted to the unique setting of a given school district.

This model is designed to be used by any school district, large or small, rural or urban.

We recommend that a school district which is considering writing and adopting an affirmative action plan do the following things before beginning:

1. Contact either the Equal Educational Opportunity section, Superintendent of Public Instruction (753-2560) or the General Assistance Center, Seattle University (626-6886). Either of these offices will provide you with necessary information and provide you with technical assistance. We recommend that you accept technical assistance so that your plan is legal, and meets equal education and equal employment requirements.

2. Establish a working advisory committee which is broad based, representing all levels of school district staff, minority and non-minority communities, women, handicapped, and aged persons. It should include at least 60% of affected persons. The size of the council should be established in some proportional relationship to the size of the district. It is recommended that the community representation on the council be established according to the ESAA (Emergency School Aid Act) guidelines for citizen involvement. This group will serve to help the district set its goals and timetables, respond to proposed program and to monitor the plan for achievement of projected goals. It will also serve to help the district convey the importance of affirmative action to the community at large. This is a necessary step for a successful affirmative action plan.

3. Adopt a board approved policy statement as modeled on the next page.

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I. POLICY STATEMENT

The School Board of _____ School District commits itself to an affirmative action employment program. The intent of this program is to insure that all recruitment, employment, training, promoting, and other district personnel actions are administered so as to further equal opportunity principles and to overcome the effects of past discrimination. The program is designed to affect racial and ethnic minorities, women, disabled, and older persons.

We recognize that an affirmative action employment program is a sound educational practice. Through assuring equality of employment opportunity, we seek to insure equality of educational opportunity. Students will be provided with a variety of models of persons of different racial and ethnic groups, of different ages, and with various physical disabilities carrying out the full range of professional and job responsibilities.

The responsibility for implementing this program will be assigned to (the personnel officer; the assistant superintendent for personnel, etc.), who will be responsible directly to the superintendent and the Board. Quarterly reports on program progress will be submitted to the Board.

An advisory committee composed of school district staff and citizens will assist in policy making, planning, and evaluation of this program.

II. DEFINITIONS OF AFFECTED PERSONS

Definitions of the Protected Groups - affirmative action identifies four protected classes of persons; ethnic minorities, women, handicapped, and aged. Below are general definitions for these classes and a recommended guideline for obtaining necessary pre-employment information.

Ethnic Minorities: Any member of an identifiable ethnic group which has traditionally been underrepresented in the professional ranks, and/or in the labor force generally. Some of the major ethnic minority groups in the Northwest are: American Indian/Native American (to include Aleut and Inuit and other Alaskan Natives); Asian American (to include Chinese, Japanese, Filipino, Korean, Samoan, Vietnamese, Indonesian, and native Pacific Islanders); Black Americans; Mexican Americans, and other Spanish speaking groups.

Women: Any member of the female sex.

Disabled: Any person who is physically or mentally or emotionally disabled which has traditionally been underrepresented in the professional ranks and/or in the labor force generally. Some example of persons who fit into this class are the sightless, the deaf, the amputees, the palsied, the paraplegic, the speechless, the motor-impaired, and others.

Aged: The federal definition is any person over the age of 45. We feel that for our purpose, this class should be divided into two divisions; age 40-55 and 55-and over.

For the purpose of affirmative action, it is permissible to request information on an applicant's race, sex, age, etc., PROVIDED, that the information is requested on a separate sheet of paper from the application, and that the paper clearly states that the information is voluntary and that it will be used for affirmative action purposes only. A school district which has adopted an affirmative action plan should stamp "WE ARE AN AFFIRMATIVE ACTION EMPLOYER" on all job announcements, applications, etc.

III. NUMERICAL REVIEW AND ANALYSIS

In order to establish goals for this program, the following review and analysis of school district enrollment and employment should be carried out:

A. Current enrollment by major ethnic group.

B. Number of disabled students currently served by district and nature of their disabilities.

C. The entire present district work force by sex, age, racial and ethnic group, and presence of physical disability. Salaries of the above work force groups are surveyed.

D. The existence, among minorities, women, disabled, and older persons in existing work force, of requisite skills for promotion to more responsible positions.

E. The feasibility of training to provide requisite skills to affected persons for promotion to more responsible positions.

F. The presence in the community at large (Washington State) of qualified affected persons not presently employed by the district.

G. Analysis of amount of turnover in each personnel category average yearly (use a 5 or 10 year period to arrive at average).

Much of this information should be available to you by looking at your S107 forms and the EEO5 form sent by HEW, and your regular reports to SPI on student ethnic enrollment and staff count.

Personnel Category

ETHNIC GROUP	AGE	SALARY RANGE									
		M	F	M	F	M	F	M	F	M	F
Black	-21										
	21-30										
	31-40										
	41-50										
	51-60										
	61-70										
Spanish Surnamed	-21										
	21-30										
	31-40										
	41-50										
	51-60										
	61-70										
American Indian	-21										
	21-30										
	31-40										
	41-50										
	51-60										
	61-70										
Asian	-21										
	21-30										
	31-40										
	41-50										
	51-60										
	61-70										
White	-21										
	21-30										
	31-40										
	41-50										
	51-60										
	61-70										

** Disabled Person

(1) Employee(s) with more than 5 years experience

IV. MODIFICATIONS OF PERSONNEL PROCEDURES AND GUIDELINES

A. Job Descriptions

Job descriptions for all positions in the school system will be written in terms of performance criteria. Goals and timeline for accomplishing this are given in the next section of this document.

Performance criteria will include, but will not be restricted to, successful performance of similar jobs, since this is subject to bias by past discriminatory hiring and promotional practices. Job descriptions will include other kinds of performance criteria of equal weight.

Every effort will be made to base new hirings on performance criteria, especially in the case of administrative positions. Successful completion of this aspect of the affirmative action program will depend heavily on the institution of effective career counseling in the Personnel Department.

(See page 12.)

B. Recruitment

It is recognized that a successful affirmative action program depends on an aggressive recruitment policy in which applicants are sought. In recruiting, the following steps will be taken to insure the solicitation of applications from qualified women, minority, disabled, and aged persons.

1. All job announcements will be as complete as possible, including a clear statement as to the information that will be required from candidates, as well as the name, address, and telephone number of the school district person to be contacted. Announcements will contain the statement: "This Agency is an Affirmative Action Employer."

2. When recruiting from colleges and universities, notices will be sent not only to placement offices, but also to minority affairs offices, minority studies programs, veterans organizations, disabled students organizations, and counseling centers.

School district staff recruiting on campus in person will contact the above programs to assure interviews with all possible applicants.

3. Positions will be made known to, and every effort will be made to recruit from, existing career development programs in this and other school districts in Washington (Career Opportunities Programs, Head Start, and Follow-Through Supplementary Training Programs, New Careers, etc.,).

4. Job announcements will be sent to the following organizations: (see appendix for a list of recommended organizations).

5. In order to recruit persons who may have left educational systems to take positions in other areas of human services, job announcements will be sent to the following agencies: (see appendix list).

6. The district should urge the ISD to serve as a clearing house of information on availability of qualified women, minority, disabled, and aged persons.

7. If special job requirements cannot be met by the above in-state recruiting efforts, the district staff member who recruits in special out-of-state areas will be empowered to offer contracts to qualified applicants on site.

8. It is recommended that school districts combine their resources and send one person on any out-of-state recruitment trips empowered to offer contracts for several districts.

9. It is recommended that the district send interracial recruiting teams, if it is possible.

C. Hiring and Promotion

Goals and timeline for hiring and promotion of affected persons under this affirmative action program are presented in detail in the next section.

Whenever possible, job announcements for all positions will be distributed to all employees of the district. (The primary exception to this rule will be those instances in which a minority, disabled, or aged person or a woman has been upgraded to a particular position in accordance with affirmative action goals.) Failure to hire or promote a qualified person of one of the four affected groups will be explained in detail in writing by the (personnel office; assistant superintendent for personnel, etc.,). All personnel actions will be monitored by the advisory committee to insure nondiscrimination.

D. Career Development and Training

The district should recognize that the existing personnel categories (classified, and administrative) constitute a form of caste system. Barriers between categories are, for most employees, impenetrable. Barriers within categories are often almost as rigid. Mobility within the system, especially vertical mobility, requires the person to leave the system (and usually to forego gainful employment) in order to acquire additional education and/or experience.

The district must commit itself to a program of career development and career opportunities for its own staff, especially for minority, disabled, and aged persons and for women. Steps must be taken, as outlined below, to implement career development through counseling, training, education, and opportunities for experience.

1. An effective career counseling program for staff will be instituted in the personnel department. The status, qualifications, career goals, and feasibility of training of all existing staff will be thoroughly reviewed. Each employee and supervisor will be contacted in order to update information on experience, educational background, job performance and possiblity of advancement. This information will continue to be reviewed and updated at least semiannually, with special emphasis on career development of minority, disabled, and aged staff members and of women. New employee orientation (see Section E, below) will thoroughly cover career opportunities.

2. Each position in the system will be clearly defined in terms of a) performance criteria (see Section A, above), and b) experience, training, and educational requirements. Career lattices are attached, and will be continually updated as job descriptions are rewritten in performance terms and as the district's career development program is expanded.

3. The district will institute programs of training and education that will be available to staff at all levels, utilizing every available resource (staff, consultants, college and university courses, etc.,) to permit lateral and upward mobility of affected staff without the necessity of leaving employment. In particular, opportunities for apprenticeships and other field-based routes to promotion and credentialing will be made available.

The following kinds of educational assistance can be made available to all affected staff: (other alternatives are available).

a. The district can provide all matriculation and tuition costs for Adult Basic Education and GED preparation classes.

b. The district can provide 75% of matriculation and tuition costs for all required college level courses up to 90 credits. (Community college rates.)

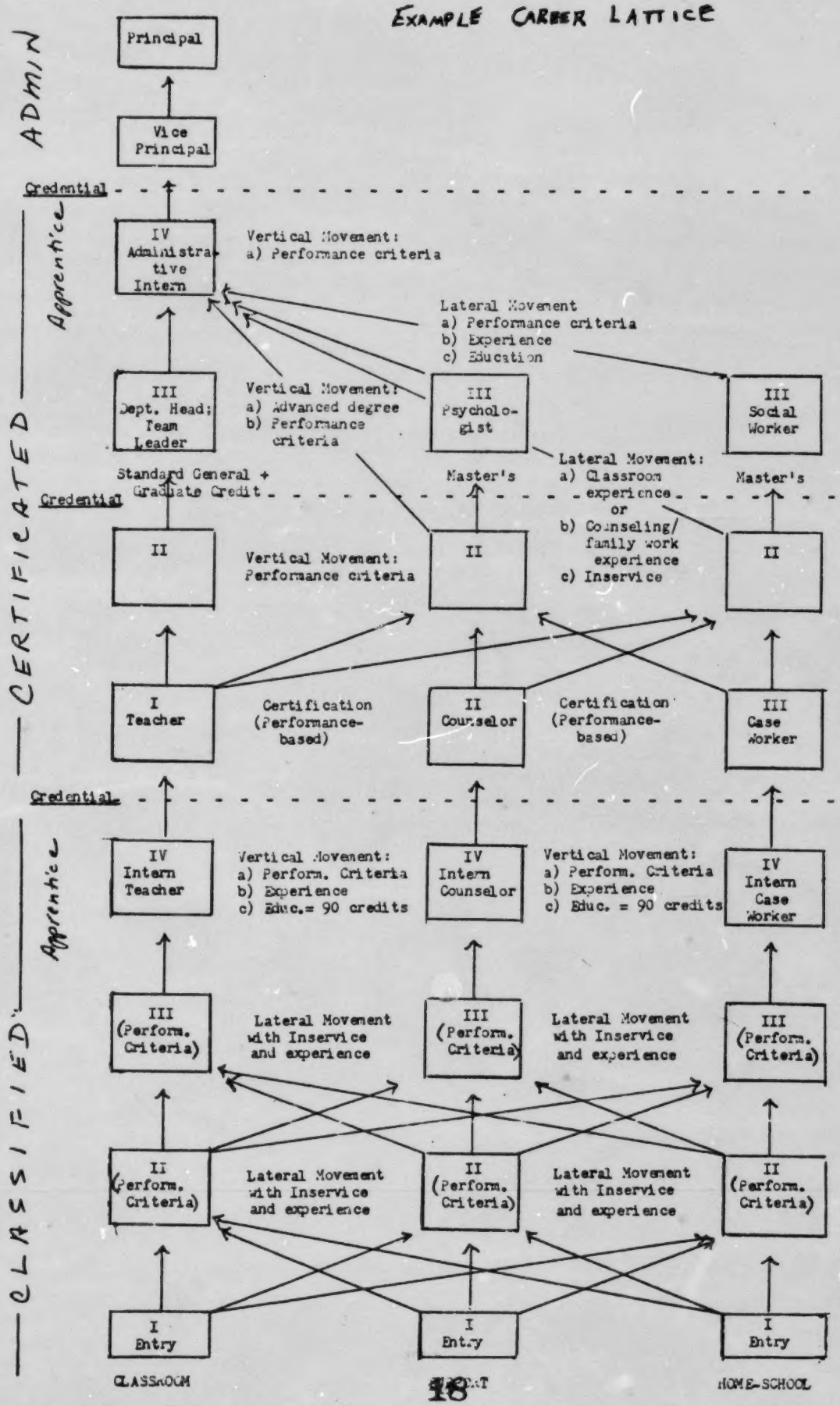
c. The district can provide 50% of matriculation and tuition costs for all required college level courses beyond 90 and less than 180 credits. (State college or university rates.)

d. All required courses can be conducted in the district or within easy commuting distance of the district.

e. The district can release all affected classified staff as necessary to attend classes for up to 15 credits per school year.

4. The district should immediately initiate steps for the development of performance-based certification procedures for certificated and administrative positions, including necessary involvement of state department of education, professional organizations, and institutions of higher education.

EXAMPLE CAREER LATTICE



E. Support Services in Personnel

The Personnel Department will provide three kinds of support services:

1. A career counseling program for all existing staff (see Section D, above), which will be aimed specifically at the four affected groups (minorities, women, disabled, aged) to assess the qualifications, potential and career goals, and to assist them in upward and lateral mobility.

2. A welcoming service for all new staff to assist them in adjusting to the community -- finding housing, locating schools, making social contacts, etc.

3. A complete orientation program for all new employees to inform them of employee benefits, job opportunities and evaluations, performance standards, career lattices and educational and training opportunities, in-service training expectations, the availability of career counseling, appeal and grievance procedures, etc. All supervisors will be provided with a check list to be used in orientation to insure that each new employee has received the crucial information.

New employees should be asked to sign-off that they have received and understood the orientation program.

F. Assignments of Staff

Care will be taken that job assignments for both now and existing staff are nondiscriminatory, and that in all assignments, the basic philosophy of affirmative action is carried out. Objective and fair assignments to both curricular and extracurricular responsibilities will be made, including the following:

1. Junior management positions (department heads, team leaders, etc.,) will be filled in accordance with affirmative action guidelines to include, as possible, the required percentages of minorities, women, disabled, and aged.

2. Paying and nonpaying extracurricular assignments will be similarly distributed between sexes and among ethnic and racial groups, age levels, and disabled and non-disabled persons.

3. Assignments to schools will reflect the basic policies stated in the goals for hiring and promotion for the four categories of affected persons.

4. Assignments to overtime duties for classified employees will be made in a nondiscriminatory manner.

5. Opportunities to participate in special events, conferences, meetings, etc., will be fairly distributed by personnel category as well as by affected group.

V. GOALS AND TIMELINES

The recommended employment goals were determined by using the state ethnic pupil enrollment as a base. These figures are compared with county enrollment percentage and the higher figure is taken. Pages 25 and 26 give the recommended goals for each county. If a school district is particularly impacted by one ethnic group and that impaction is not reflected in the county totals, the school district should raise its goals for that ethnic group to the district percentage. No goal should have less than one whole person (excepting administrative goals where the total number of administrators is low.) Goals and timetables must be established for minorities and women. Your plan should reflect attempts to recruit and hire disabled and aged persons, but because availability figures for these groups are generally not available, specific goals and timetables need not be made, unless the district wishes. However, nondiscriminatory treatment and equal employment opportunity is required by law for the disabled and aged.

TABLE _____

(This is an example from a hypothetical school district.)

Ethnic and Racial Minorities

Existing Work Force

PERSONNEL CATEGORY	TOTAL	Ethnic Group BLACK	SPANISH SURNAMED	AMERICAN INDIAN	ASIAN	WHITE
Classified	80	12(15%)	15(19%)	1(1%)	1(1%)	51(64%)
Certificated	140	3(3%)	0(0%)	0(0%)	1(1%)	136(96%)
Administrative	25	0	0	0	0	

Employment Goals (Baseline = State & County Enrollment)

MINIMUM GOALS	6.7%	8.3%	1.7%	1.5%

Present Imbalance

Classified	+8.3%	+10.7%	-0.7%	-0.5%
Certificated	-3.7%	-8.3%	-1.7%	-0.5%
Administrative	-6.7%	-8.3%	-1.7%	-1.5%

	Numbers Needed				Total
Classified	-7	+1	+1	-9	+2
Certificated	+5	+1	+1	+12	+19
Administrative	+2	+1	+1	+3	+6
TOTAL					+27

Goals and timetables based on this analysis follows on pages 16, 17, and 18.

Affirmative Action Goals For Hypothetical District

Ethnic and Racial Minorities

Classified Staff

Overall goals for minority staff:

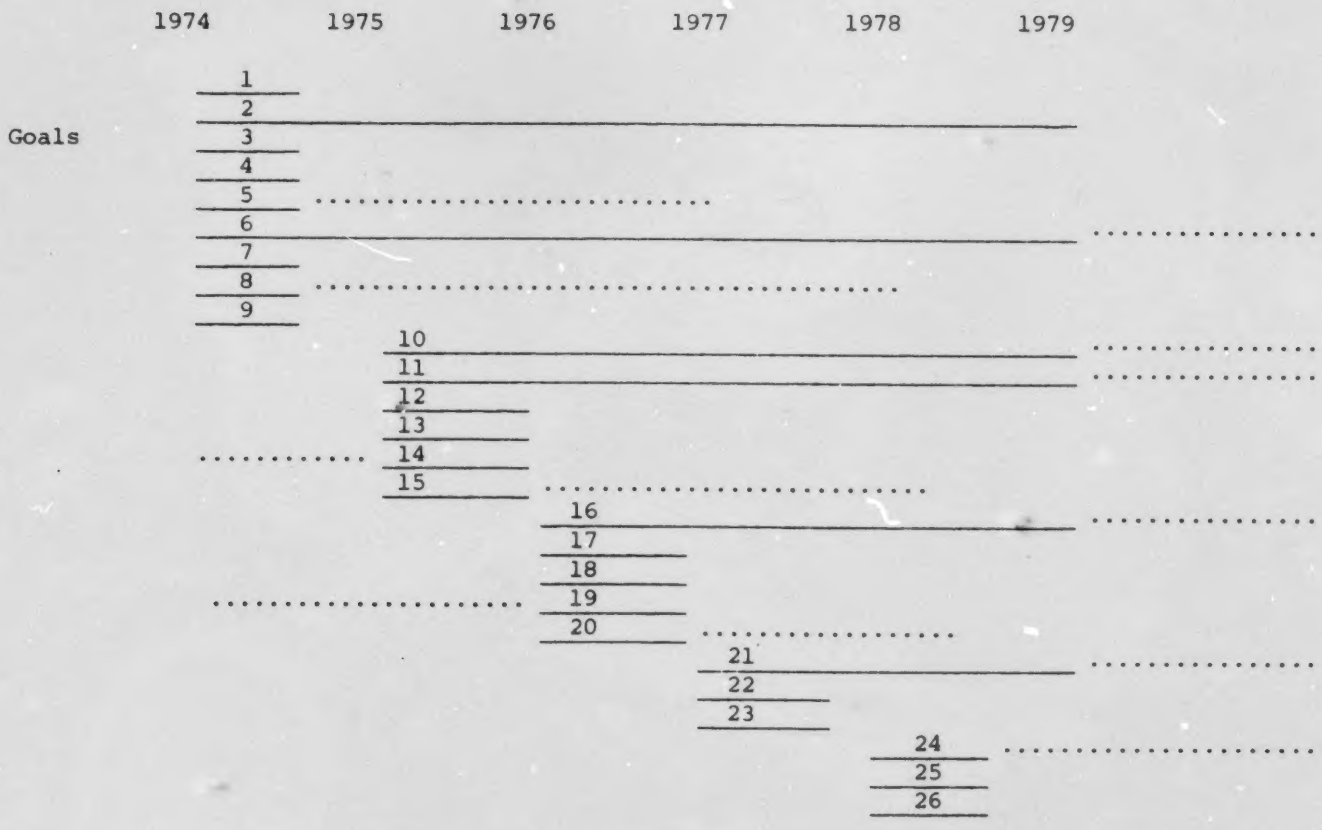
1. Upgrade minority persons within classified staff.
2. Upgrade minority persons from classified staff as a means of increasing minority certificated personnel.
3. Institute a career development program of training and education to allow vertical and lateral movement on career lattices.
4. Go no lower than end of first year minority employment percentages.
5. Reduce rate of turnover of classified staff.
6. Equalize salaries for comparable work.
7. Rewrite job descriptions in performance terms.

Yearly goals:

Year	Goal
1974-75	1. Hire 1 Asian and 1 American Indian
Estimated New positions:	2. Begin upgrading toward certification 2 minority staff.
32	3. Upgrade to supervisory classified positions 2 minority staff.
	4. Move 2 minroity staff from soft to hard money positions.
	5. Begin writing job descriptions in performance terms.
	6. Begin exposing classified staff to other classified positions to encourage lateral movement on career lattices.
	7. Equalize salaries for comparable jobs.
	8. Reduce turnover 10%.
	9. Fill at leat 10 of remaining 30 new positions with affirmative action hires (all affected groups).
1975-76	10. Maintain end-of-year one minority percentages.
Estimated New positions:	11. Begin upgrading toward certification 2 minority staff.
24	12. Upgrade to supervisory classified position 1 minority staff.

	13.	Move 2 minority staff from soft to hard money positions.
	14.	Complete job descriptions for non-classroom staff.
	15.	Reduce turnover by 5%.
1976-77	16.	Begin upgrading to certification 2 minority staff.
Estimated New Positions:	17.	Upgrade to supervisory classified position 1 minority staff.
20	18.	Move 2 minority staff from soft to hard money positions.
	19.	Complete job descriptions for classified staff.
	20.	Reduce turnover by 5%.
1977-78	21.	Begin upgrading to certification 3 minority staff.
Estimated New Positions:	22.	Upgrade to supervisory position 1 minority staff.
	23.	Move 2 minority staff from soft to hard money positions.
16		
1978-79	24.	Begin upgrading to certification 3 minority staff.
Estimated New Positions:	25.	Upgrade to supervisory position 1 minority staff.
	26.	Move 2 minority staff from soft to hard money positions.
16		

Timeline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Affirmative Action Goals

Ethnic and Racial Minorities

Certificated Staff

Overall goals:

1. A minimum of 9 Black, 12 Mexican-American, 1 Asian, and 1 American Indian persons must be employed in certificated positions by the end of the year V.

2. First priority for these positions should go to minority persons upgraded from classified positions through a career development program.

3. In-service and experience opportunities should be provided certificated personnel to permit lateral and upward mobility.

4. Educational and experiential opportunities should be provided certificated personnel to permit upgradring of minority persons to administrative positions.

5. Rewrite job descriptions in performance terms.

Yearly goals:

Year	Goal
1974-75	1. Hire 2 bilingual/bicultural persons of Mexican-American heritage in certificated positions.
Estimated New Positions:	2. Hire 1 American Indian person.
25	3. Hire 1 Asian person.
	4. Begin upgrading 1 certificated minority person to an administrative position.
1975-76	5. Begin rewriting job descriptions.
	6. Hire 2 Mexican-American persons.
	7. Hire 1 Black person.
	8. If necessary, hire 1 Asian or 1 American Indian certificated person in replacement.
	9. Begin upgrading 1 certificated minority person to an administrative position.
1976-77	10. Hire 2 Mexican-American persons.
	11. Hire any minority person(s) upgraded from classified staff.
	12. Hire 2 minority persons as necessary for replacement.

13. Begin upgrading 1 certificated minority person to an administrative position.

1977-78

14. Hire 3 Mexican-American persons.

15. Hire 2 Black persons.

16. Hire any minority persons upgraded from classified staff.

17. Begin upgrading 2 minority persons to administrative positions.

1978-79

18. Complete all job descriptions.

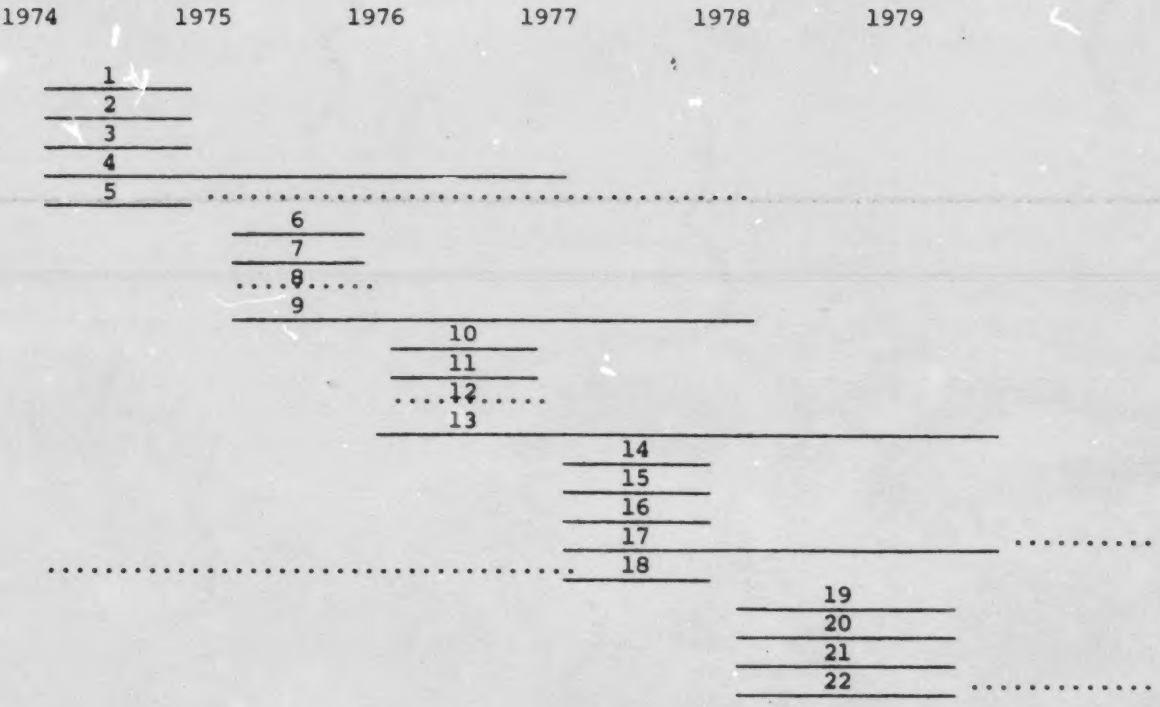
19. Hire 3 Mexican-American persons.

20. Hire 2 Black persons.

21. Hire any minority persons upgraded from classified staff in replacement.

22. Begin upgrading 1 minority person to administrative position.

Timeline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Affirmative Action Goals

Ethnic and Racial Minorities

Administrative Staff

Overal goals:

1. By the end of year V, six minority administrators will be employed: 2 Black; 2 Mexican-American; 1 American Indian; and 1 Asian.

2. Job descriptions for all administrative positions will be rewritten in performance terms.

3. First priority for administrative positions will go to minority persons upgraded from certificated positions.

4. Educational and experiential opportunities will be made available to certificated staff to facilitate field-based administrative credentialing.

Yearly goals:

Year	Goal
1974-75	1. Fill two of the three projected vacancies with 1 Black and 1 Mexican-American administrator.
Estimated New Positions: 3	2. Move at least one minority certificated person into a "junior management" (team leader, etc.) position.
	3. Rewrite all administrative positions in performance-based job descriptions.
1975-76	4. Hire 1 minority administrator.
	5. Move at least 1 minority certificated person into a "junior management" position.
1976-77	6. Hire 1 minority person upgraded from certificated position.
	7. Move at least 1 minority certificated person to "junior management."
1977-78	8. Hire 1 minority administrator.
	9. Move at least 1 minority certificated person to "junior management."
1978-79	10. Hire 1 minority administrator.
	11. Move at least 1 minority certificated person to "junior management."

THE SAME PROCEDURE SHOULD THEN BE REPEATED FOR WOMEN.

VI. IN-SERVICE TRAINING, NEGOTIATION, AND IMPLEMENTATION OF AFFIRMATIVE ACTION PROGRAM

Training, negotiation, and implementation procedures should be stated in the affirmative action plan.

An important element in effective affirmative action is the full commitment of all staff members to its philosophy and procedures. In the process of developing a plan, the District should make known to its employees its intention to establish such a plan, and should provide a mechanism whereby all levels of employees can be represented in its development. The assistance and cooperation of local teachers' organizations, etc., is crucial.

The first step should be in-service session(s) for all staff for orientation to affirmative action. This should include a thorough discussion of what an affirmative action program can do for all employees, with special emphasis on career development and training programs, career counseling, performance-based job descriptions, objectivity and equal opportunity for promotion, etc.

When a draft of the plan has been completed, all district administrators should be involved in an in-service session to orient them to their role in implementing affirmative action. Input from these administrators should be used in the final draft of the plan.

A notice of the formation of the advisory council should be distributed to all district staff, including information on the composition of the council and of its role in affirmative action. Some procedure should be established that will allow any staff member to make known his desire to serve on the council, and the procedure for final selection of the council should be clear. After the council is formed, regular reports of its activities should be disseminated to all school staff.

When the plan has been adopted, an in-service training course should be made available to all district staff on effective supervisory, subordinate, and peer relationships. This should be directed to possible new role relationships with the four affected employee categories: (minorities, disabled, aged, and women).

If your district has a reduction-in-force policy, you should look at that policy closely. The law has found that RIFing strictly on seniority is inherently discriminatory against the four protected classes and if you intend to RIF on that basis you will not only be undoing your affirmative action plan, but you will be in violation of equal employment laws.

VII. GRIEVANCE PROCEDURES

The district should establish a procedure for hearing, reviewing, and making recommendation on any grievance emerging from implementation of the affirmative action program. Non-hired persons are (under affirmative action) allowed grievance rights and your current grievance procedure may not cover non-district employees. Also, non-certified persons must be covered by grievance rights. The committee should establish its own operating procedures. The decision of the grievance committee in no way precludes the applicant's appeal to WSHRC, EEOC, etc.

VIII. RECORD KEEPING, MONITORING, EVALUATION

A. Record Keeping. The district should keep records of all persons in the four affected categories from whom applications have been received, as well as all such persons among existing employees who have applied for or are eligible for promotion. When qualified affected persons are passed over for promotion or are not employed, supervisory personnel should submit written justification of this decision. Applications should be kept open so that if, in future, new positions should become available, they can be reviewed and notified.

B. Evaluation and Monitoring. This is a major responsibility of the advisory council. Objective procedures should be established by the responsible person and made available to the council. The task of monitoring should include:

1. Performance monitoring of all elements of the affirmative action program, including job descriptions, in-service training, development of career counseling, etc. The timelines for these should be assessed at regular intervals and reports kept of progress to date. Upon successful completion of any goal, the product should be written up and disseminated to all school district staff and community.

2. The goals and timetable should be monitored according to the schedule established in the policy. Where the target dates are set monitoring procedures should be carred out to be certain that the designated number or proportion of persons have been hired at each level. Any failures to meet the timelines should be justified. Monitoring and reporting should be performed quarterly.

3. Exit Interviews should be conducted with affected persons who leave the district's employ to ascertain weaknesses in the district's affirmative action program which may be discouraging minorities, women, etc.,

from staying or coming to the district.

C. Statement of Confidentiality. All forms should contain a statement of confidentiality. Also, all personnel files should be covered by such a statement which is given to any affirmative action applicant, so that person realizes that though records are being kept for monitoring purposes, the confidentiality of the personnel file will be protected.

Members of the advisory council should also have the importance of confidentiality impressed upon them.

Ten Guidelines For Recruiting, Hiring,

And Retaining Minority Group School Employees

1. The school district should adopt an affirmative hiring policy based upon educational goals.

2. The school district should analyze and evaluate all certificated and classified openings that currently exist and should consider placing minorities in them.

3. The school district should undertake a realistic recruiting program by arranging on-site visits to teacher-training institutions with concentrations of minority candidates, by advertising so that minority candidates will be informed and feel welcome to apply, and by using cadet teacher programs as a fertile recruiting source.

4. The school district should develop an interracial recruiting team composed of regular staff members empowered to offer contracts.

5. The school district should define clearly qualifications required to fit openings and should be completely honest regarding what the job entails, what demands will be made upon the applicant, and what the expectations are in terms of professional performances.

6. The school district should inform minority applicants of difficulties they might face in terms of minority group status in the district.

7. The school district should insure that communication lines are kept clear and open, that problems are solved as they are met or prevented if they can be anticipated, and that minority candidates are integrated into the total team as quickly as possible.

8. The school district should assist the community to become familiar with the contributions of minority group persons by inviting them to speak to both lay and professional audiences on topics quite apart from minority group problems.

9. The school district should undertake a human relations program in the district that addresses itself to group problems.

10. The school district should set as its ultimate goal the acceptance of people as human beings and not as minority group members.

Source: Association of School Administrators
State of Michigan

COUNTIES - BASE PERCENT FOR MINORITY AFFIRMATIVE ACTION GOALS

The percentages listed are recommended as affirmative action goals. The figures were obtained by comparing the current county percent of minorities with the state average. The state average is used, except where the county figure indicates a higher percent than the state average.

COUNTY	BLACK	ASIAN	AM. INDIAN	SPANISH SURNAMED
Adams	*(.5) 2.8	(.3) 1.6	(.6) 1.9	(21.4) 21.4
Asotin	(.3) 2.8	(.5) 1.6	(1.0) 1.9	(.5) 2.1
Benton	(1.0) 2.8	(.5) 1.6	(.3) 1.9	(3.0) 3.0
Chelan	(.1) 2.8	(.4) 1.6	(1.2) 1.9	(.8) 2.1
Clallam	(.2) 2.8	(.7) 1.6	(7.6) 7.6	(.5) 2.1
Clark	(.7) 2.8	(.6) 1.6	(.6) 1.9	(.7) 2.1
Columbia	(0) 2.8	(1.2) 1.6	(.7) 1.9	(2.7) 2.7
Cowlitz	(.1) 2.8	(.5) 1.6	(1.2) 1.9	(.6) 2.1
Douglas	(.2) 2.8	(.3) 1.6	(.7) 1.9	(.4) 2.1
Ferry	(0) 2.8	(0) 1.6	(25.2) 25.2	(.4) 2.1
Franklin	(6.7) 6.7	(.6) 1.6	(.4) 1.9	(9.7) 9.7
Garfield	(0) 2.8	(.1) 1.6	(.3) 1.9	(.5) 2.1
Grant	(.9) 2.8	(1.0) 1.6	(.7) 1.9	(13.9) 13.9
Grays Harbor	(.1) 2.8	(.6) 1.6	(5.2) 5.2	(.7) 2.1
Island	(1.2) 2.8	(3.8) 3.8	(.6) 1.9	(1.1) 2.1
Jefferson	(0) 2.8	(1.0) 1.6	(3.9) 3.9	(.5) 2.1
King	(5.0) 5.0	(2.8) 2.8	(1.0) 1.9	(1.0) 2.1
Kitsap	(1.8) 2.8	(2.3) 2.3	(4.3) 4.3	(1.0) 2.1
Kittitas	(.4) 2.8	(.5) 1.6	(.7) 1.9	(.8) 2.1
Klickitat	(.1) 2.8	(.3) 1.6	(5.7) 5.7	(1.0) 2.1
Lewis	(.3) 2.8	(.5) 1.6	(1.1) 1.9	(.6) 2.1
Lincoln	(.2) 2.8	(.4) 1.6	(1.1) 1.9	(.3) 2.1

COUNTY	BLACK	ASIAN	AM. INDIAN	SPANISH SURNAMED
Mason	(.1) 2.8	(.4) 1.6	(4.9) 4.9	(.4) 2.1
Okanogan	(.4) 2.8	(.3) 1.6	(10.1) 10.1	(1.1) 2.1
Pacific	(.4) 2.8	(.5) 1.6	(8.0) 8.0	(1.0) 2.1
Pierce	(6.3) 6.3	(2.4) 2.4	(1.2) 1.9	(1.4) 2.1
San Juan	(.2) 2.8	(.3) 1.6	(.5) 1.9	(.8) 2.1
Skagit	(.1) 2.8	(.4) 1.6	(2.3) 2.3	(4.1) 4.1
Skamania	(0) 2.8	(.1) 1.6	(1.9) 1.9	(.1) 2.1
Snohomish	(.6) 2.8	(.6) 1.6	(1.2) 1.9	(.8) 2.1
Spokane	(1.3) 2.8	(.8) 1.6	(1.6) 1.9	(.6) 2.1
Stevens	(.1) 2.8	(.2) 1.6	(9.6) 9.6	(.5) 2.1
Thurston	(.5) 2.8	(1.3) 1.6	(1.2) 1.9	(1.1) 2.1
Wahkiakum	(0) 2.8	(.3) 1.6	(1.1) 1.9	(.6) 2.1
Walla Walla	(1.0) 2.8	(.6) 1.6	(.5) 1.9	(6.1) 6.1
Whatcom	(.2) 2.8	(.6) 1.6	(4.4) 4.4	(1.9) 2.1
Whitman	(.4) 2.8	(1.1) 1.6	(.6) 1.9	(.7) 2.1
Yakima	(1.3) 2.8	(.7) 1.6	(4.8) 4.8	(15.0) 15.0

*( ) Figure indicates county percent as of October 1974

AFFIRMATIVE ACTION DIRECTORY

for

-Minority Groups
-Asians
-Blacks
-Chicanos
-Indians
-Age
-Handicapped
-Women

This Directory is intended to be as accurate and as complete as possible. If any corrections or additions need to be made please call SCAN 234-7049/753-7049.

T: These organizations will do cultural awareness training upon request.

Prepared by: State Department of Personnel
Olympia, Washington 98504

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MULTI-ETHNIC ORGANIZATIONS

EMPLOYMENT CONTACTS

Rural Economic Opportunity, Inc.
P.O. Box 54
Gig Harbor, Wash. 98335
853-3748

Skagit County Multi-Service Center
P.O. Box 87
Mount Vernon, Wash.
336-6581

Make Opportunity Rehabilitate Economics, Inc. (M.O.R.E.)
1831 E. Main St.
Puyallup, Wash. 98371
TH 5-9588

Central Area Motivation Program (CAMP)
722 - 18th Ave.
Seattle, Wash. 98122
442-0251

Concentrated Employment Program (CEP)
1519 - 12th Ave.
Seattle, Wash. 98122
442-0985

Co-Save (Council of Social Agencies for Vocational Effectiveness)
Seattle Mental Health
17th and Madison
Seattle, Wash.
EA 9-5400

Employment Opportunity Center (EOC)
4726 Rainier Ave. So.
Seattle, Wash. 98118
PA 5-8200

Minority Job and Apprentice Referrals
Seattle-King County Plan, Inc.
2917 - 1st Ave.
Seattle, Wash. 98121
623-2166

Support Service Center
2319 So. Jackson
Seattle, Wash. 98122
SCAN 576-7716/464-7716

Neighborhood Youth Corps (NYC)
Seattle Municipal Bldg.
Seattle, Wash. 98104
583-2759

Seattle Central Area Industries
200 - 21st
Seattle, Wash.
EA 9-8500

Seattle Model Cities
1700 E. Cherry
Seattle, Wash. 98122
583-5700

Seattle-King County Economic Opportunity Board (SKCEOB)
1519 - 12th Ave.
Seattle, Wash.
583-0993

Seattle Opportunities Industrialisation Center (SOIC)
2332 E. Madison
Seattle, Wash.
442-1161

United Construction Workers Assoc. (UCWA)
314 - 15th Ave. E.
Seattle, Wash. 98102
EA 4-3181

Vocational Resource Center
728 Broadway
Seattle, Wash. 98122
EA 4-6726

Hilltop Multi-Service Center
1209 So. "I"
Tacoma, Wash.
BR 2-2138

Job Therapy
824 So. 28th St.
Tacoma, Wash.
FU 3-4735

Metropolitan Development Council
1138 Commerce
Tacoma, Wash. 98401
FU 3-3921

Minority Contractors, Pierce County
909 So. 11th Street
Tacoma, Wash.
FU 3-5053

Model Cities Program (Tacoma)
622 Tacoma Ave. So.
Tacoma, Wash. 98402
593-4660

Minority Concerns Task Force
1704 So. K
Tacoma, Wash.
FU 3-2006

Tacoma Area Urban Coalition
Minority Employment Service
2367 Tacoma Ave. So.
Tacoma, Wash. 98405
FU 3-5727

Economic Opportunity Committee
of Clark County
205 East 11th St.
Vancouver, Wash. 98660
(206) 695-3407

Southeast Yakima Community Center
1211 So. 7th St.
Yakima, Wash. 98901
CH 8-2460

DEPARTMENT OF PERSONNEL

Affirmative Action Section
600 Franklin St.
Olympia, Wash. 98504
SCAN 234-3758/753-3758

312 First Ave. No.
Seattle, Wash.
SCAN 576-6230/464-6230

W. 1709 Broadway
Spokane, Wash.
SCAN 545-3294/456-3294

EMPLOYMENT SECURITY OFFICES

722 W. Second St.
P.O. Box 600
Aberdeen, Wash. 98520
SCAN 325-1279/532-7733

420 Commercial Ave.
P.O. Box 487
Anacortes, Wash. 98221
293-3191

705 Auburn Way North
P.O. Box 547
Auburn, Wash. 98002
SCAN 576-6140/833-0250

216 Grand Ave.
P.O. Box 938
Bellingham, Wash. 98225
SCAN 237-1203/734-7200

920 Park Ave.
P.O. Box 519
Bremerton, Wash. 98310
SCAN 356-4941/478-4941

710 North Kresky Ave.
P.O. Box 149
Chehalis, Wash. 98532
SCAN 365-1284/748-8653

894 So. Main St.
P.O. Box 112
Colville, Wash. 99114
684-2557

305 No. Main St.
P.O. Box 38
Ellensburg, Wash. 98926
SCAN 453-1125/925-5305

54 "B" Street S.W.
P.O. Box 1176
Ephrata, Wash. 98823
SCAN 423-1164/SK 4-3553

3015 Oakes Ave.
P.O. Box 870
Everett, Wash. 98201
SCAN 265-8501/AL 9-8501

1516 Hudson St.
P.O. Box 849
Longview, Wash. 98632
425-3100

506 West Broadway
P.O. Box "M"
Moses Lake, Wash. 98837
SCAN 664-1364/RO 5-4554

1519 So. 2nd St.
P.O. Box 160
Mount Vernon, Wash. 98273
SCAN 465-1223/336-2161

c/o Colville Tribal Offices
P.O. Box 150
Nespelem, Wash. 99155
634-4263

105 Oak Street
P.O. Box 980
Okanogan, Wash. 98840
SCAN 336-1260/422-2640

406 So. Water St.
P.O. Box 1848
Olympia, Wash. 98504
SCAN 234-7282/753-7282

527 West Court
P.O. Box 2567
Pasco, Wash. 99301
SCAN 625-1011/547-2483

8th & Laurel St.
P.O. Box 992
Port Angeles, Wash. 98362
SCAN 632-1260/457-4435

23 E. South East
P.O. Box 98
Quincy, Wash. 98848
787-2319

205½ Duryea St.
P.O. Box 392
Raymond, Wash. 98577
942-2486

S. 200 2nd St.
P.O. Box 478
Renton, Wash. 98055
AL 5-3481
also
224 Wells Ave. So.
BA 6-1310

515 Thomas 98109 Seattle
P.O. Box 1748 98111
SCAN 576-7600/464-7600

233 6th Ave. North 98109 "
P.O. Box 1748 98111
SCAN 576-7660/464-7600

610 Western Ave. 98104 "
P.O. Box 1748 98111
SCAN 576-6103/464-6103

2332 East Madison St. 98102 "
P.O. Box 1748 98111
442-1594

1519 12th Ave. 98122 "
P.O. Box 1748 98111
SCAN 576-7645/464-7645

N. 1206 Howard St. 99201 Spokane
SCAN 545-2700/456-2700

W. 300 Mission Ave. 99201 "
SCAN 545-2751/456-2751

1313 Tacoma Ave. So. 98402 Tacoma
P.O. Box 2116 98401
SCAN 462-2406/593-2406

6010 Mount Tacoma Drive, S.W. "
P.O. Box 3335 98499
SCAN 654-3782/552-3782

516 West First Ave. 98948
P.O. Box 832
Toppenish, Wash.
SCAN 241-3360/865-2225

1601 Broadway
P.O. Box 1536 98663
Vancouver, Wash. 98660
SCAN 476-6511/696-6511
also
1114 W. Fourth Plain Blvd. 98660
P.O. Box 1998 98663
SCAN 476-6402/696-6402

321 East Main St.
Drawer "H"
Walla Walla, Wash. 99362
SCAN 637-1260/529-3600

EMPLOYMENT SECURITY OFFICES, cont'd

403 So. Mission St.
P.O. Box 1089
Wenatchee, Wash. 98801
SCAN 565-1235/662-8167

403 West Chestnut St.
P.O. Box 2458
Yakima, Wash. 98902
SCAN 241-2260/248-2550

COMMUNITY ACTION AGENCIES

Asotin Community Action Agency
P.O. Box 268
Lewiston, Idaho 83501
(208) 746-3351

Grays Harbor Community Action
P.O. Box 187
Aberdeen, Wash. 98520
(206) 533-5100

Whatcom County Opportunity Council
314 E. Holly St., Room 200
Bellingham, Wash. 98225
(206) 734-5121

Kitsap Community Action
P.O. Box 4036
Wycoff Station
Bremerton, Wash. 98310
(206) 377-0053

N.E. Wash Rural Resource Development Corp.
236 North Main
Buchanan Building
Colville, Wash. 99114
(509) 684-2515

Kittitas Community Action
P.O. Box 462
Ellensburg, Wash. 98926
(509) 925-1448

Snohomish Community Action
P.O. Box 1185
Everett, Wash. 98206
(206) 252-5141

Lower Columbia Community Action
1208 Broadway
Longview, Wash. 98632
(206) 425-3430

Grant County Community Action
104 "B" West Broadway
Moses Lake, Wash. 98837
(509) 765-9206

Mason/Thurston Community Action Council
202 Capitol Theatre Building
Olympia, Wash. 98501
(206) 943-8660

Okanogan Community Action
P.O. Box 1844
Omak, Wash. 98841
(509) 826-2621

Benton/Franklin CAC
P.O. Box 2280
Pasco, Wash. 99302
(509) 547-0777

Clallam/Jefferson CAA
P.O. Box 553
Port Townsend, Wash. 98368
(206) 385-0776

Seattle/ King County Economic Opportunity Board
1519 - 12th Ave.
Seattle, Wash. 98122
(206) 442-0993

Spokane Community Action
226 East Sprague
Spokane, Wash. 99202
(509) 838-4601

Klickitat/Skamania Community Action Council
P.O. Box 299
Stevenson, Wash. 98648
(509) 427-8658

Rural Pierce CAA
1119 Tacoma Ave.
Tacoma, Wash.
(206) 593-4880

Tacoma/Metropolitan Development Council
1138 Commerce St.
P.O. Box 165
Tacoma, Wash. 98401
(206) 383-3921

COMMUNITY ACTION AGENCIES, cont'd

Economic Opportunity Committee
of Clark County
2314 Main St.
Vancouver, Wash. 98660
(206) 694-3377

Blue Mountain Action Council
14 So. 3rd St.
Walla Walla, Wash. 99362
(509) 529-4980

Chelan/Douglas CAA
110 - 3rd St. N.E.
East Wenatchee, Wash. 98802
(509) 884-8083

524 N. 20th Ave.
Yakima, Wash. 98902
(509) 248-5495

COLLEGE PROGRAMS

Minority Affairs Program
Grays Harbor College
Aberdeen, Wash. 98520
SCAN 433-1011 Ext. 305
532-9020 Ext. 305

Minority Affairs
Green River CC
Auburn, Wash. 98002
SCAN 254-1337 Ext. 265 or 304
TE 3-9111 " " " "

Minority Affairs Office
Bellevue Community College
3000 145th Pl. S.E.
Bellevue, Wash.
641-2208

College of Ethnic Studies
Bellingham, Wash. 98225
SCAN 532-3210/676-3000

Minority Affairs Co-ordinator
Olympic College
Bremerton, Wash. 98310
478-4630

Minority Affairs
Mr. Steve Kazda
Centralia College
Centralia, Wash. 98531
SCAN 234-3433/736-9391

Minority Affairs Office
Highline Community College
S. 240th & Pacific Hy. S.
Midway, Wash.
TR-8-3710

Minority Affairs
Skagit Valley College
Mt. Vernon, Wash. 98273
SCAN 326-0225/424-1031 Ext. 225

Minority Affairs Director
Peninsula College
Port Angeles, Wash. 98362
452-9277

Minority Students Office
Washington State University
Pullman, Wash. 99163
SCAN 426-4531/335-4531

Minority Affairs Director
North Seattle Community College
Seattle, Wash. 98103
SCAN 446-4558/634-4558

Minority Affairs Office
Seattle Community College
1718 Broadway
Seattle, Wash.
587-4100

Office of Minority Affairs
Seattle University
1107 E. Columbia
Seattle, Wash. 98122
626-6227

Minority Affairs Office
Shoreline Community College
16101 Greenwood N.
Seattle, Wash. 98133
SCAN 274-1676/546-4101 Ext. 540

Minority Affairs Office
South Seattle Community College
Seattle, Wash. 98106
SCAN 432-4152/587-4152

Director, Equal Opportunity
for Minorities
215 General Engineering Building
University of Washington
Seattle, Wash. 98195
SCAN 323-1830/543-1830

COLLEGE PROGRAMS, cont'd

Minority Affairs Office
University of Washington
Schmitz Hall, Room 390
Seattle, Wash. 98105
SCAN 323-5715/543-5715

Mr. Herman McKinney
Asst. Dean for Recruitment of Minority
Graduate and Professional Students
Administration Bldg.
Univ. of Washington
Seattle, Wash. 98195
SCAN 323-5900/543-5900

U.W. Ethnic Cultural Center
3931 Brooklyn Ave.
Seattle, Wash. 98105
SCAN 323-4635/543-4635

Minority Affairs
Gonzaga University
Spokane, Wash.
FA8-4220 Ext. 338

Minority Affairs
Whitworth College
Spokane, Wash.
HU 9-3550 Ext. 234

Minority Affairs
Fort Steilacoom Community College
Tacoma, Wash. 98499
SCAN 241-3320/JU 8-3623

Minority Affairs
Pacific Lutheran University
Tacoma, Wash.
LE 1-6900 Ext. 443

Minority Affairs
Tacoma Community College
Tacoma, Wash. 98465
SCAN 241-0310/LO 4-7200 Ext. 393

Ethnic Studies Center
University of Puget Sound
Tacoma, Wash.
SK 9-3521 Ext. 379

Minority Affairs
Walla Walla Community College
Walla Walla, Wash. 99362
SCAN 637-1255/JA 9-0670

WASHINGTON STATE HUMAN RIGHTS COMMISSION

319 - 7th Ave. E.
Olympia, Wash.
SCAN 234-6770/753-6770

112 So. 4th
Pasco, Wash. 98301
SCAN 625-1280/547-8321

1411 4th Ave. Bldg.
Seattle, Wash. 98101
SCAN 576-6500/MU 2-4594

ONB Bldg.
422 W. Riverside Ave.
Spokane, Wash. 99201
SCAN 545-4473/456-4473

Public Service Bldg.
1305 Tacoma Ave. S.
Tacoma, Wash. 98405
SCAN 462-2070/593-2070

Larson Bldg.
Yakima, Wash. 98901
SCAN 372-1332/CH 8-3910

Tri-Cities Commission
on Human Rights
Bev Lamb
307 W. Bonneville
Pasco, Wash. 99301

Human Rights Department,
City of Seattle
2200 Rainier Ave. So.
Seattle, Wash. 98144
583-5770

SOCIAL SERVICE & SOCIAL ORGANIZATIONS

Minority Affairs
Dept. of Social & Health Services
P.O. Box 1788
Olympia, Wash. 98504
SCAN 234-7049/753-7049

Klickitat Advisory Council
507 N. Walnut
Ellensburg, Wash. 98926

SOCIAL SERVICE & SOCIAL ORGANIZATIONS, cont'd

Community Affirmative Action Program
P.O. Box 807
Pasco, Wash. 99301
547-1638

East Pasco Neighborhood Council
525 S. Elm
Pasco, Wash. 99301
547-7220

Merit Employment Council
P.O. Box 2280
Pasco, Wash. 99301
547-0777

Pasco Anti-Discrimination Committee
547-8710

Pasco Police Community Relations
200 S. Wehe
Pasco, Wash. 545-3454

Tri-Cities Welfare Rights
P.O. Box 2280
Pasco, Wash. 99302

Benton-Franklin Gov't Council
906 Jadwin
Richland, Wash. 99354
943-9185

Advocates for Affirmative Action
102 Broadway #612
Seattle, Wash.
MA 3-4171

American Friends Service Committee
814 N.E. 40th
Seattle, Wash. 98105
ME 2-0520

Atlantic Street Center
2103 So. Atlantic
Seattle, Wash.
EA 9-2050

CARITAS
507 - 17th Ave.
Seattle, Wash. 98122
EA 5-3006

Central Seattle Community Council
2410 E. Cherry
Seattle, Wash. 98122
EA 2-7100

Christian Friends for Racial Equality
221 Empire Way So.
Seattle, Wash. 98144
EA 2-5566

Community House Lounge
1721 - 15th Ave.
Seattle, Wash. 98122
322-2387

Educational Talent Search
1116 - 34th Ave.
Seattle, Wash.
EA 3-1003

English As A Second Language (E.S.L.)
4726 Rainier Ave. So.
Seattle, Wash. 98118
725-1191

First Ave. Service Center
1203 - 1st. Ave.
Seattle, Wash.
MA 3-9704

Georgetown Multi-Service Center
733 S. Findlay
Seattle, Wash.
RO 2-5455

Information and Referral Center
1123 - 34th Ave. East
Seattle, Wash. 98122

International Child Care Center
1426 So. Jackson
Seattle, Wash.
EA 9-8188

Join Hands
5306 N.E. 74th
Seattle, Wash. 98115
LA 2-6393

Madrona Community Center
832 - 32nd Ave.
Seattle, Wash. 98122
EA 4-6746

National Welfare Rights Organization (NWRO)
716 Rainier Ave. So.
Seattle, Wash.
EA 4-1720

SOCIAL SERVICE & SOCIAL ORGANIZATIONS, cont'd

Northwest Social Services
419 - 3rd Ave. West
Seattle, Wash. 98109
AT 4-3153

Neighborhood House, Inc.
3004 S. Alaska
Seattle, Wash.
PA 5-8868

Oscar Productions
1122 - 26th So.
Seattle, Wash.
EA 4-9440

Project Equality Northwest
1608 E. Jefferson
Seattle, Wash.
EA 5-6784

Puget Sound Regional Minority
Affairs Consortium
2722 Eastlake Ave. E.
Room 360
Seattle, Wash. 98102
464-7040

St. Peter Claver Interracial Center
1608 E. Jefferson
Seattle, Wash. 98122
EA 5-3006

Seattle Citizens Service Bureau
500 Municipal Bldg.
Seattle, Wash.
583-2805

Seattle Housing Development
1411 - 21st Ave.
Seattle, Wash.
EA 9-9974

Seattle Urban League
1620 Smith Tower
Seattle, Wash. 98104
MA 2-2322

Startup-United Way
905 Dexter Ave. No.
Seattle, Wash.
285-2300

Survival Center
101 - 14th Ave. E.
Seattle, Wash. 98102
EA 3-3700

U.S. Equal Employment Opportunity
Commission
414 Olive Way
Times Square Bldg.
Seattle, Wash. 98104
442-0968

Ethnic Cultural Center
P.O. Box 699
Spokane, Wash. 99203
Betty Richey

Alaska Vocational Rehabilitation
1502 Tacoma Ave. So., Suite 2
Tacoma, Wash. 98402
FU 3-4190

Migrant Ministries
13407 - 80th East
Tacoma, Wash.
TH 5-4598

Tacoma Area Urban Coalition
777 Broadway
Winthrop Hotel
Tacoma, Wash. 98402
BR 2-3246

Tacoma Urban League
1704 So. K Street
Tacoma, Wash. 98405
FU 3-2006

Walla Walla Community Relations League
1032 Penrose
Walla Walla, Wash.
JA 9-2628

AMERICAN INDIAN

EMPLOYMENT CONTACTS

Small Tribes Organization of
Western Washington, Inc.
33324 Pacific Highway So.
Federal Way, Wash. 98002
WA 7-0258 and VE 8-0790

Makah Indian Employment Assistance Office
P.O. Box 203
Neah Bay, Wash. 98357

Confederated Colville Tribe
Tribal Employment Service Office
P.O. Box 150
Nespelem, Wash. 99155

Mr. Dorian Sanches
Department of Personnel
600 South Franklin
Olympia, Wash. 98504
SCAN 234-5727/753-5727

Indian Teacher Education Program
120 Miller Hall DQ12
University of Washington
Seattle, Wash.
SCAN 323-7835/543-7835

Seattle Indian Service Center
2nd & Cherry
Seattle, Wash. 98104
MA 2-3701

Spokane Indian Service Center
N. 1007 Columbus
Spokane, Wash. 99202
HU 9-2370

Fort Steilacoom Community College
Indian Studies Program
Indian Education Center
Box 3186
Tacoma, Wash. 98499
SCAN 848-4551 Ext. 75

Spokane Tribal Office
Wellpinit, Wash. 99040
258-4410

Wenatchee Indian Center
416 So. Wenatchee Ave.
Wenatchee, Wash. 98801
(509) 663-2523

BUREAU OF INDIAN AFFAIRS OFFICES

Western Washington Indian Agency
3006 Colby Avenue
Everett, Wash. 98201
258-2651

Bureau of Indian Affairs
Branch of Employment Assistance
P.O. Box 120
Hoquiam, Wash. 98550
532-7212 Ext. 25

Bureau of Indian Affairs, Colville Agency
Employment Assistance Office
Nespelem, Wash. 99155
634-4594

Portland Area Bureau of Indian Affairs
P.O. Box 3785
Portland, Oregon 97208
(503) BE 4-3361 Ext. 484

Indian Affairs Bureau
Seattle Field Employment
Assistance Office
2716 Eastlake Ave. E.
Seattle, Wash. 98102
442-7573/442-4662

Bureau of Indian Affairs
Employment Assistance Office
W. 904 Riverside
Spokane, Wash.
456-4616

Yakima Bureau of Indian Affairs
Employment Assistance Office
504 No. Naches Ave.
Yakima, Wash. 98901

COMMUNITY ACTION PROGRAMS (CAP)

Grays Harbor Community Action Council
P.O. Box 187
Aberdeen, Wash. 98520
533-5100

Muckleshoot Tribe Community
Action Program
604 - 24th St. S.E.
Auburn, Wash. 98802
833-1843

COMMUNITY ACTION PROGRAMS (CAP) cont'd

Grant County Community Action Agency
747 Basin N.W.
Ephrata, Wash. 98823
754-1164

Community Action Council of
Snohomish County
P.O. Box 1013
Everett, Wash. 98201
252-5141

Swinomish Community Action Council
La Conner, Wash. 98257
466-5384

Quileute Community Action
P.O. Box 1586
La Push, Wash. 98350
374-5744

Lower Columbia Community Agency
1709 - 7th Ave.
Longview, Washington 98362
425-3430

Community Action Agency
for the Lummi Tribe
Marietta, Wash. 98268
734-8180

Tulalip Tribe Community
Action Council
Star Route, Box 870
Marysville, Wash. 98270
659-6257

Makah Community Action Program
Box 248
Neah Bay, Wash. 98357
645-2205

Okanogan Community Action Agency
P.O. Box 231
Okanogan, Wash. 98840
(509) 422-2621

Clallam/Jefferson Community
Action Agency
P.O. Box 553
Port Townsend, Wash. 98368
385-0776

Puyallup Tribe
CAP Division
5809 North Levee Road East
Tacoma, Wash. 98424

Quinault Tribe Community Action Program
Box 1118
Taholah, Wash. 98587
276-5234

Yakima Tribal CAP
P.O. Box 632
Toppenish, Wash. 98948
865-2255

EMPLOYMENT SECURITY OFFICES

Wesley Barton
Employment Security
P.O. Box 609
Centralia, Wash. 98531
736-7651

Simon Delgado, Counselor
Employment Security
Ephrata, Wash. 98823
SCAN 423-1164/SK 4-3553

Tom Stapleton
Employment Security
P.O. Box 870
Everett, Wash. 98201
SCAN 265-8501/AL 9-8501

George McLeod, Community Worker
Employment Security
P.O. Box 160
Mt. Vernon, Wash. 98273
SCAN 465-1223/336-2161

Louis Boyd
Tribal Employment Officer
Nespelem, Wash. 99155
Box 150

Ron Hindman
Employment Security
P.O. Box 980
Okanogan, Wash. 98840
SCAN 336-1260/422-2640

Harris Johnson, Community Worker
Employment Security
P.O. Box 992
Port Angeles, Wash. 98362
457-4435 SCAN 632-1260

EMPLOYMENT SECURITY, cont'd

Jesse McKearney
Employment Security
1212 No. Howard
Spokane, Wash.
SCAN 545-2700/456-2700

Employment Security
Outreach For Indians
514 S. 13th. St.
Tacoma, Wash. 98402
593-2469

Ron Brown
Employment Security
Spokane Tribe
Wellpinit, Wash.

Frank Capoeman, Community Worker
Employment Security
Box 1178
Taholah, Wash. 98587
(206) 276-5232

Betty Brown
Employment Security
Toppenish, Wash. 98948
SCAN 241-3360/865-2225

John Wilkinson, Assistant Manager
Employment Security
Vancouver, Washington 98663
SCAN 476-6511/696-6511

COLLEGE PROGRAMS

American Indian Student Union
Western Washington State College
Bellingham, Wash. 98225
SCAN 532-3487/676-3000

Indian Center
Eastern Washington State College
Cheney, Wash. 99004
235-6016

Native American Club
Central Washington State College
Ellensburg, Wash. 98926
SCAN 453-0111/963-1111

Amerind Council
Skagit Valley College
Mt. Vernon, Wash. 98273
SCAN 326-0225/424-1031 Ext. 225

Native American Student Association (NASA)
Evergreen State College
Olympia, Wash. 98505
SCAN 234-3147/753-3147

Northwest Indian Culture Club
Peninsula College
Port Angeles, Wash. 98362
452-9277

Native American Studies
Washington State University
Pullman, Wash. 99163
SCAN 426-8676/335-3564

Native American Students
Seattle Central Community College
Seattle, Wash. 98122
SCAN 432-5433/587-5433

American Indian Students Association
University of Washington
Seattle, Washington 98195
SCAN 323-8304/543-8304

Center for Indian Teacher Education
University of Washington
Seattle, Wash. 98195
SCAN 323-1857/543-1857

Indian Studies
University of Washington
Seattle, Wash. 98195
SCAN 323-9082/543-9082

Office of Minority Affairs
University of Washington
Seattle, Washington 98195
SCAN 323-6530/543-6530

American Indian Club
Box 7
Gonzaga University
Spokane, Wash. 99202

Indian Coordinator Counseling Center
Wenatchee Valley College
Wenatchee, Wash. 98801
SCAN 565-1224/663-5126

American Indian Student Association
212 So. 6th Ave.
Yakima, Wash. 98902

TRIBAL OFFICES

Snohomish Indian Tribe
104 "C" Street N.W.
Auburn, Wash. 98002
833-3966

Duwamish Tribal Council
28 U. Place N.E.
Auburn, Wash. 98002
336-3018

Muckleshoot Tribal Council
Rt. 1 Box 431
Auburn, Wash. 98002
833-4825

Nooksack Indian Tribe
1384 Smith Road
Bellingham, Wash. 98225
734-7773

Samish Tribal Council
Box 30 Beach Star Road
Bellingham, Wash. 98225
758-2419

Suquamish Tribal Council
Route 1 Box 1417A
Bremerton, Wash. 98310
ES 3-6050

Cowlitz Indians
8021 - 99th North
Space 1
Castlerock, Wash. 98611
636-0842

Stillaguamish Indian Tribe
5326 Red River Road
Ferndale, Wash. 98428

Hoh Tribal Business Comm.
P.O. Box 265
Forks, Wash. 98331
374-5708

Skokomish Tribal Council
P.O. Box 72
Hoodsport, Wash. 98548
877-5807

Port Gamble Band of Clallam Indians
Star Route 2 Box 239
Kingston, Wash. 98346
426-4343

Swinomish Indian Senate
Box 277
La Connor, Wash. 98257
466-3184

Quileute Tribal Council
La Push, Wash. 98350
374-5328

Lummi Business Council
Box 309
Marietta, Wash. 98268
734-8180

Tulalip Tribal Council
3901 Totem Beach Road
Marysville, Wash. 98270
659-1406

Makah Tribal Council
P.O. Box 115
Neah Bay, Wash. 98357
645-2205

Colville Business Council
Box 150
Nespelem, Wash. 98155
634-4591

Chehalis Tribal Council
Route 1 Box 207
Oakville, Wash. 98568
273-5786

Lower Elwha Tribal Community Council
Route 3 Box 1724
Port Angeles, Wash. 98362
452-9196

Clallam General Council
Route 1 Box 528
Poulsbo, Wash. 98370
598-4539

Skagit
Route 2 Box 153
Sedro Woolley, Wash. 98284

Jamestown Band of Clallam Indians
Route 3 Box 678
Sequim, Wash. 98382
683-4507

TRIBAL OFFICES, cont'd

Squaxin Island Tribal Council
Route 1 Box 258
Shelton, Wash. 98584
426-6784

Chinook Indians
Skamokawa, Wash. 98647

Kalispel
12522 East Broadway
Spokane, Wash. 99216
924-9761

Puyallup Tribal Council
5423 - 8th St. East
Tacoma, Wash. 98424
845-9588

Quinault Business Committee
Box 1056
Taholah, Wash. 98587
276-5736

Shoalwater Tribal Council
Tokeland, Wash. 98590
267-1486

Snoqualmie Tribal Council
Route 1 Box 399A
Toppenish, Wash. 98948
865-2877

Yakima
P.O. Box 632
Toppenish, Wash. 98948
865-2255

Spokane
Box 73
Wellpinit, Wash. 99040
CL 8-4467

Nisqually Tribal Council
P.O. Box 234
Yelm, Wash. 98597
458-7788

SOCIAL SERVICE & SOCIAL ORGANIZATIONS

Nespelem Drum and Feather Corps.
1126 Camas Drive
Coulee Dam, Wash. 99116

Adult Education Coordinator
Colville Indian Agency
P.O. Box 150
Nespelem, Wash. 98155
634-4591

Mrs. Linda Jackson
Citizen Participation Coordinator
Human Affairs Council
237 House Office Bldg.
Olympia, Wash. 98504
SCAN 234-3072/753-3072

Mr. Bill Jeffries
Governor's Special Assistant
for Indian Affairs
403 - 12th Ave.
Olympia, Wash. 98504
SCAN 234-2411/753-2411

Indian Desk 44-1
Social and Health Services
P.O. Box 1788
Olympia, Wash. 98501
SCAN 234-4058/753-4058

Indian Education Programs
Old Capital Building
Olympia, Wash. 98504
SCAN 234-2577/753-2577

Mr. Bill Yallup
Indian Justice Planning Consultant
Land and Justice Planning Office
Planning and Community Affairs Agency
Olympia, Wash. 98504
SCAN 234-2235/753-2235

Ms. Peggy Dycus, Coordinator
Office of Cooperative Education
The Evergreen State College
Olympia, Wash. 98505
SCAN 234-3959/753-3959

Northwest Inter-Tribal Club
9004 - 210th Place N.E.
Redmond, Wash.
885-5831

Alaskan Federation of Natives
5928 - 39th S.W.
Seattle, Wash.
WE 5-6990

SOCIAL SERVICE & SOCIAL ORGANIZATIONS, cont'd

American Friends Service Committee
814 N.E. 40th
Seattle, Wash.
ME 2-0500

American Indian Women's Service League
Indian Center
619 - 2nd
Seattle, Wash. 98104
MA 2-3701

Chief Seattle Club
208 South Washington
Seattle, Wash.
MA 2-9589

Citizens for Indian Rights
Box 66286
Seattle, Wash.
CH 4-7707

Coalition of Indian Directors
2nd & Cherry Bldg.
Seattle, Wash.
MA 2-3701

Ex-Offender Program
619 - 2nd & Cherry
Seattle, Wash. 98104
MA 2-3701

First Avenue Service Center
1203 - 1st Ave.
Seattle, Wash.
MA 3-7516

Indian Education Talent
619 - 2nd
Seattle, Wash. 98104
MA 3-0272

Indian Heritage Prog.
7305 Homer St.
Seattle, Wash.
RO 2-3050

Indian Inn Halfway House
2710 - 23rd Ave.
Seattle, Wash. 98122

Indian Paraprof. Services
Nat'l Institute of Mental Health
1 Yesler Way
Seattle, Wash. 98104
464-6186

Indian Youth Recreation Program
619 - 2nd & Cherry Bldg.
Seattle, Wash. 98104
MA 4-3195

More Education Develops Indian Ability
(M.E.D.I.A.)
Ballard High School
1418 N.W. 65th
Seattle, Wash.
587-3560

National Association of Blackfeet Indians
503 - 1st Ave. W.
Seattle, Wash. 98118
AT 3-7006/MA 4-6522

Neighborhood House
3004 S. Alaska
Seattle, Wash.
PA 5-8868

Northwest Indian Inc.
7937 - 15th S.W.
Seattle, Wash.
RO 3-2605

Seattle All-American Dancers
1537 N.E. Elshin Place
Seattle, Wash. 98126
LA 2-3417

Seattle Indian Center
619 - 2nd & Cherry
Seattle, Wash. 98104
MA 2-3701

Seattle Treatment Center
Fifth & marion
Seattle, Wash. 98104
EA 5-9636

Thunderbird House
214 - 17th East
Seattle, Wash.
EA 5-1656

Tribal Services Association
Swept Wing Inn Suite 181
18601 Pacific Hwy. S.
Seattle, Wash. 98188
CH 3-2655/CH 2-2540

United Indians of all Tribes
P.O. Box 508
Seattle, Wash. 98111

SOCIAL SERVICE & SOCIAL ORGANIZATIONS, cont'd

Indian Talent Search
No. 1007 Columbus
Spokane, Wash. 99202
(509) HU 9-2370

CAP Alcoholism Program
Native American Center
W. 1501 - 8th Ave.
Spokane, Wash. 99204
RI 7-1396

Smoketalk - Brotherhood of American Indians
Box 500
Steilacoom, Wash. 98388

Church of the Indian Fellowship
Tacoma Indian Mission Center
2232 E. 28th
Tacoma, Wash.
MA 7-4663

Indian Health Service
Puyallup Tribal Community Concerns
Committee
4211 No. 25th
Tacoma, Wash.
SK 9-1529

Survival of American Indians Assoc.
P.O. Box 719
Tacoma, Wash. 98401

Lloyd Gabriel
Migrant & Indian Education Center
Toppenish, Wash. 98948

Yakima Drum Beats
Box 31
Toppenish, Wash. 98948

4 Winds Newsletter
Confederated Indian Tribes
P.O. Box 520
Walla Walla, Wash. 99362

Indian Women's Association
816 S. Camas Ave.
Wapato, Wash. 98951
889-4088

Indian Affairs and Housing
Community Action
524 N. 20th Ave.
Yakima, Wash. 98902
CH 8-5495

ASIAN

EMPLOYMENT CONTACTS

T. Chinese Community Service Organization
414 - 8th Ave. So.
Seattle, Wash. 98104
EA 4-3828

T. Demonstration Project for
Asian-Americans (HEW)
1608 East Jefferson
Seattle, Wash. 98122
EA 9-0054

Filipino Community Center
Greg Ebat, Employment Coordinator
5740 Empire Way South
Seattle, Wash. 98118
PA 3-8700

T. International District Youth Council
310 - 6th
Seattle, Wash. 98104

International Drop-In Center
506 South King St.
Seattle, Wash. 98104
MA 2-4053

Asian Concerns Task Force
1311 So. M St.
Tacoma, Wash. 98405
FU 3-3951

The Filipino-American League
10521 108th Ave. S.W.
Tacoma, Wash. 98498
JU 4-5130

COLLEGE PROGRAMS

Asian Student Union
Western Washington State College
Bellingham, Wash. 98225
SCAN 532-3450/676-3000

Asian Studies Program
Washington State University
Pullman, Wash. 99163
SCAN 426-3094/335-3094

Asian Coalition
Seattle Central Community College
Seattle, Wash. 98122
587-4138

Asian Students
Shoreline Community College
Seattle, Wash. 98133
546-4101

Asian Division
Office of Minority Affairs
University of Washington
Seattle, Wash. 98195
SCAN 323-6598/543-6598

Chinese Student Association
HUB Box 82
University of Washington
Seattle, Wash. 98195

Ethnic Cultural Center
University of Washington PC-45
3931 Brooklyn Ave. N.E.
Seattle, Wash. 98195
SCAN 323-4635/543-4635

SOCIAL SERVICE & SOCIAL ORGANIZATIONS

Filipino-American Community of Winslow
Mr. Gene Kaonpon, President
Bainbridge Island, Wash. 98118
VI 2-4396

Filipino American Community of
Bremerton & Vicinity
Mr. Vincent Barrios, President
226 Cambrian South
Bremerton, Wash. 98310

Columbia Basin Japanese American
Citizens League (JACL)
Bldg. 4305, Grant County Airport
Moses Lake, Wash. 98837

Governor's Asian American Advisory Council
Insurance Bldg., Room 405½
Olympia, Wash. 98501
SCAN 234-4615/753-4615

SOCIAL SERVICE & SOCIAL ORGANIZATIONS, cont'd

Asian Desk
Dept. of Social & Health Services
P.O. Box 1788
Olympia, Wash. 98504
SCAN 234-4143/753-4143

Columbia Basin Chapter, JACL
920 Juniper St.
Othello, Wash. 99344

Filipino American Community
of Puget Sound
902 Valley Ave. East
Puyallup, Wash. 98371

SEATTLE AREA - ASIAN

Asian Coalition for Equality (ACE)
450 - 12th Ave.
Seattle, Wash.
324-4880

Asian Drop-In Center
2524 Beacon Ave. So.
Seattle, Wash.
322-6647

Asian Family Guidance Center
c/o Sue Tomita
Community Mental Health
925 Terrace St.
Seattle, Wash. 98104

Asian-International District
Improvement Association
310 - 6th South
Seattle, Wash.
EA 2-6647

English As A second Language
1608 E. Jefferson
Seattle, Wash. 98122
EA 9-0054

Greater Seattle Asian American
Advisory Council
6106 - 52nd Ave. South
Seattle, Wash.
PA 5-6106

Pioneer Square Service Center
317 - 3rd Ave. South
Seattle, Wash.
SCAN 576-7060/464-7060

SEATTLE AREA - CHINESE

Bo On Tong
Dr. Ko, President
715½ South King St.
Seattle, Wash. 98104
EA 2-1211

Bing Kung Tong
Frank Louie
706 South King St.
Seattle, Wash. 98104
EA 3-2947

Cathay Post #186
Edward Yip
416½ Maynard Ave. So.
Seattle, Wash. 98104
MU 2-3508

Chinatown Chamber of Commerce
Tek Wong
508½ - 7th Ave. So.
Seattle, Wash. 98104
MA 3-8171/PA 5-5992

Chinese Community Education
Liaison Committee
Ark Chin, Chairman
508½ - 7th Ave. So.
Seattle, Wash. 98104
MU 2-2939

Chinese Education Commitee (Task Force)
4705 - 53rd So.
Seattle, Wash.
PA 3-4349

Chinese Information Center
Liana Fong
c/o Wing Luke Museum
414 - 8th Ave. So.
Seattle, Wash. 98104
624-4062

Chinese Parents Organization
James Chin, President
5906 - 23rd Ave. So.
Seattle, Wash. 98108
PA 5-7224

Chew Lun Association
Huy Kwe
416 - 7th Ave. So.
Seattle, Wash. 98104
MU 2-2110

SOCIAL SERVICE & SOCIAL ORGANIZATIONS, cont'd

SEATTLE AREA - CHINESE, cont'd

Chinese Baptist Church
Rev. Seto
925 So. King St.
Seattle, Wash. 98104
MU 2-5310

Chong Wah Benevolent Association
Joe Lock
522 - 7th Ave. So.
Seattle, Wash. 98104
MA 3-2527

Chinese Youth Club
Dennis Fung
609 - 7th Ave. So.
Seattle, Wash. 98104

Dong Family Association
Yuet Ying Dong
798 So. King St.
Seattle, Wash. 98104

Eng Family Association
Shang Hee Eng
420½ - 8th Ave. So.
Seattle, Wash. 98104
EA 4-5575

Gee How Oak Tin Association
Denny Woo
517 - 7th Ave.
Seattle, Wash. 98104

Hip Sing Tong
Joe Lock
420½ - 8th Ave. So.
Seattle, Wash. 98104

Hip Wah Hing
(Club House for Hip Sing Tong)

Hop Sing Tong
Denny Woo
210 Washington St.
Seattle, Wash. 98104

Hung Sheh Club
510 Maynard Ave. So.
Seattle, Wash. 98104

Jade Guild
Patty Kan, President
4802 - 24th Pl. South
Seattle, Wash. 98104
PA 5-7249

Kuomintang
Guay Lee
711 South King St.
Seattle, Wash. 98104
PA 2-6275

Kune Ying Club
666 South Weller St.
Seattle, Wash. 98104

Kung Fu Club
John Leong
656½ South King St.
Seattle, Wash.
AT 4-1543

Kung Chong Lung
(Bing Kung Tong's Club House)
417 - 7th Ave. So.
Seattle, Wash. 98104

Luck Ngi Musical Club
Lip Luie
512 - 7th Ave. So.
Seattle, Wash. 98104
MA 2-5241

Lung Kwong Tin Yee Association
Abe Lum
709½ South King St.
Seattle, Wash. 98104
PA 2-2157

Luke Family Association
Watt Mark
672 South Weller St.
Seattle, Wash. 98104
EA 2-2406

Lake Sun Club
William Chin
517 - 7th Ave. So.
Seattle, Wash. 98104

Lee Family Association
George Lee
508 - 8th Ave. So.
Seattle, Wash. 98104

SOCIAL SERVICE & SOCIAL ORGANIZATIONS, cont'd

SEATTLE AREA - CHINESE, cont'd

Mar Family Association
Gee Gai Mar
704 South King St.
Seattle, Wash. 98104

Soo Yuen Tong
Alan Louie
510 - 7th Ave. So.
Seattle, Wash. 98104
LA 3-5830

Sui Sing Tong
Tung Chin
664 South Weller St.
Seattle, Wash. 98104

Sing Keung Club
(Club House of Hop Sing Tong)
512 Maynard Ave. So.
Seattle, Wash. 98104

Wing Luke Museum
Kenneth Woo, Curator
414 - 8th Ave. So.
Seattle, Wash. 98104
MA 3-5124

Wong Family Association
Peter Wong
701 South King St.
Seattle, Wash. 98104
EA 2-5061

Yee Family Association
Charles Wah
710 South King St.
Seattle, Wash. 98104
MU 2-3546

SEATTLE AREA - FILIPINO

Acacia Lodge
676 So. Jackson
Seattle, Wash. 98104

American Legion Post #142
508 Maynard So.
Seattle, Wash. 98104

American Legion Post Auxiliary #142
508 Maynard So.
Seattle, Wash. 98104

Bataan-Corregidor Survivors Club
4731 Fifth N.E.
Seattle, Wash. 98105

Bauangenian Club
7009 44th Ave. So.
Seattle, Wash. 98118

Caballeros De Dimas Alang/Burgos Lodge
1012 - 12th Ave. So.
Seattle, Wash. 98144

Caballeros De Dimas Alang/Evangelista Lodge
1513 Main St. So.
Seattle, Wash. 98144

Caballeros De Dimas Alang/Josephine Bracken Lodge
606 So. Weller
Seattle, Wash. 98104

Ezra Lodge
508 Maynard So.
Seattle, Wash. 98104

Filipino-American Council of the Pacific Northwest
213 So. Main
Seattle, Wash. 98144
MU 2-7573

Filipino-Americans Concerned For Racial Equality (FACE)
9821 57th Ave. So.
Seattle, Wash. 98118

Filipino-American Women's Club
4426 So. Warsaw
Seattle, Wash. 98118

Filipino-American Professional Landscape Gardeners Association
103 31st Ave.
Seattle, Wash. 98122

Filipino Columbian, Knights of Columbus
1812 12th Ave.
Seattle, Wash. 98122

Columbians (Knights of Columbus Auxiliary)
4836 So. Gazelle St.
Seattle, Wash. 98118

Filipino Community of Seattle
5740 Empire Way So.
Seattle, Wash. 98118
EA 3-0180

SEATTLE AREA - FILIPINO, con't

Filipino Nurses Assoc. of Seattle
4836 So. Gazelle St.
Seattle, Wash. 98118

Filipino Youth Activities, Inc.
1608 E. Jefferson
Seattle, Wash. 98122

Filipino Students Assoc. of U. W.
8018 - 40th N.E.
Seattle, Wash. 98115
LA4-8377

Flips, Inc.
526 22nd Ave.
Seattle, Wash. 98122

Gran Orient Filipino
3214 So. Holden
Seattle, Wash. 98118

Kapatiran
Office of Minority Affairs
Seattle University
Seattle, Wash. 98122
626-6227

Legion of Mary
816 14th Ave.
Seattle, Wash. 98122

Legionarios Del Trabajo
609 So. Weller St.
Seattle, Wash. 98104

Nortenian Club
1928 E. McGraw
Seattle, Wash. 98102

Pengasinan Association
4617 So. Juneau St.
Seattle, Wash. 98118

Philippine War Brides Assoc.
7530 43rd N.E.
Seattle, Wash. 98105

San Nicholas Pangasinan Brotherhood
8419 - 50th Ave. So.
Seattle, Wash. 98118

Seattle Post #6599, VFW
7401 No. 40th
Seattle, Wash. 98103

Seattle Post #6599, VFW Auxiliary
909 17th
Seattle, Wash. 98122

Sons and Daughters of Santa Maria
6609 Rainier Ave. So.
Seattle, Wash. 98118

Tyre Lodge, Free and Accepted Masons
2519 E. Lee St.
Seattle, Wash. 98102

U.W. Filipino Alumni Assoc.
University of Washington
Seattle, Wash. 98105

Visayan Circle
3217 - 19th Ave. So.
Seattle, Wash. 98144

United First Methodist Church
318 11th Ave.
Seattle, Wash. 98122

Filipino Youth Activities of Bainbridge Islan
Route 7, Box 7904
Bainbridge Island, Wash. 98110

SEATTLE AREA - JAPANESE

Japan-American Society
P.O. Box 99193
Seattle, Wash.
AT 4-9340

Japanese American Citizens' League
526 So. Jackson St.
Seattle, Wash.

Japanese Community Service
1414 So. Weller St.
Seattle, Wash. 98144
EA 3-0250

Konki Kyokai
1713 So. Main St.
Seattle, Wash. 98144
EA 3-5990

Nisei Veterans' Committee
1212 So. King St.
Seattle, Wash. 98144
EA 2-1122

Seattle First Hill Lions Club
P.O. Box 9392
Seattle, Wash.
AT 3-6622

SOCIAL SERVICE & SOCIAL ORGANIZATIONS, con't

SEATTLE AREA - JAPANESE, con't

Seattle Japanese Gardeners Assoc.
3102 - 17th So.
Seattle, Wash.
EA 4-0452

Seattle Japanese Hotel & Apt. Assoc.
Jackson Bldg.
Seattle, Wash.
MA 4-3217

Seattle Koyasan Bukkyokai
1518 So. Washington
Seattle, Wash.
EA 5-8811

Seattle Nichiron Bukkyokai
1042 So. Weller St.
Seattle, Wash.
EA 3-2252

Seicho no Is
417 - 18th So.
Seattle, Wash. 98144
EA 3-6374

Blaine Memorial United Methodist Church
3001 24th Ave. So.
Seattle, Wash. 98144
PA 3-1536

Faith Bible Church
128 18th Ave.
Seattle, Wash. 98122
EA 2-8044

Japanese Baptist Church
901 Spruce St.
Seattle, Wash. 98122
MA 2-7351

Japanese Congregational Church
305 17th Ave. So.
Seattle, Wash. 98144
EA 5-4566

Japanese Evangelical Church
1312 So. Massachusetts St.
Seattle, Wash. 98144
EA 4-6850

Japanese Presbyterian Church
1801 - 24th Ave. So.
Seattle, Wash. 98144
EA 3-5990

Seattle Betsuin (Buddhist Church)
1427 So. Main St.
Seattle, Wash. 98144
EA 9-0800

Seventh Day Adventist Church
200 20th Ave. So.
Seattle, Wash. 98144
EA 5-9877

St. Peter's Episcopal Church
1610 So. King St.
Seattle, Wash. 98144
EA 3-5250

SEATTLE AREA - KOREAN

State of Washington Korean Assoc.
6142 N.E. Radford Drive
Seattle, Wash. 98115

Korean Center
1612 N.E. Ravenna Blvd.
Seattle, Wash. 98105
LA 2-9904

****

Japanes American Citizens' League
E. 3221 - 16th Ave.
Spokane, Wash. 99203

American Filipino Brotherhood Society
10703 Doten Drive S. W.
Tacoma, Wash. 98499

Filipino American League
5401 - 112th St. S. W.
Tacoma, Washington 98499
234-3723

Japanese American Citizens League
7404 - 20th St. E.
Tacoma, Wash. 98424
WA 2-7045

Official Asian Caucus of Asian-American
Educators of N.E.A.
2000 Tacoma Mall Office Bldg.
Suite G-36
Tacoma, Wash. 98409
475-1191

Yakima Valley Filipino Community
Route 2, Box 100
Toppenish, Wash. 98948

SOCIAL SERVICE & SOCIAL ORGANIZATIONS, con't

Filipino American Inter-Community Council of
the Pacific Northwest
4112½ Main St.
Union Gap, Wash. 98903

Yakima Valley Japanese Community
South Wapato Road
Wapato, Wash. 98951

NEWSPAPERS

Asian Family Affair
P.O. Box 22156
Seattle, Wash. 98122
543-4635

East is East
4410 University Way N.E.
Seattle, Wash. 98105

CCSO Newsletter (Chinese)
6106 52nd Ave. So.
Seattle, Wash.

Jade Guild
2538 So. Raymond
Seattle, Wash. 98106
PA 5-7249

Blaine Memorial Newsletter (Japanese)
3001 - 24th So.
Seattle, Wash. 98144

North American Post (Japanese)
215 - 5th Ave. So.
Seattle, Wash. 98104

Seattle Betsuin Newsletter (Buddhist)
1427 So. Main
Seattle, Wash. 98144

Filipino American Herald
508 Maynard Ave. So.
Seattle, Wash. 98104
PA 5-6606

Kabigan News (Filipino)
506 So. King St.
Seattle, Wash.

BLACK

EMPLOYMENT CONTACTS

Central Area Industries
200 - 21st Ave.
Seattle, Wash. 98122
EA 9-8500

Central Area Motivation Program (CAMP)
722 - 18th Ave.
Seattle, Wash. 98122
442-0251

Central Contractors Assoc. (CCA)
4119 E. Madison
Seattle, Wash.
EA 5-4554

Opportunities Industrialization Center (OIC)
215 W. Second Ave.
Spokane, Wash.
TE 8-6511

Betty Richie
Planning and Community Affairs
Great Western Bldg.
Spokane, Wash. 99201
456-2846

Project Outreach
217 E. Second Ave.
Spokane, Wash. 99202
RI 7-3005

Community Action Council
226 E. Sprague
Spokane, Wash.
TE 8-4601

Employment Security
300 W. Mission
Spokane, Wash.
SCAN 545-2760/456-2760

Women's League
124 So. Lee
Spokane, Wash.

Clark County Community Congress
2314 Main St.
Vancouver, Wash.

COLLEGE PROGRAMS

Black Student Union
Green River Community College
Auburn, Wash. 98002
SCAN 254-1337 Ext. 304
PE 3-9111 Ext. 304

Black Student Union
Bellevue Community College
Bellevue, Wash. 98007
641-2240

Black Student Union
OC2 Viking Union
Western Washington State College
Bellingham, Wash. 98225
676-3487

Black Student Union
Olympic College
Bremerton, Wash. 98310
478-4501

Dr. Charles Minor, English
Eastern Washington State College
Cheney, Wash. 99004
SCAN 353-7082/359-7082

Black Student Union
Everett Community College
Everett, Wash. 98201
259-7151

Black Student Union
Highline Community College
Midway, Wash. 98031
TR 8-3710 Ext. 255

Black Student Union
Skagit Valley College
Mount Vernon, Wash. 98273
SCAN 326-0225/424-1031 Ext. 225

Black Student Union
Columbia Basin Community College
Pasco, Wash. 99301
547-6657

Black Studies Program
Washington State University
Pullman, Wash. 99163
SCAN 426-8679/335-8679

COLLEGE PROGRAMS, con't

Black Student Union
Washington State University
Pullman, Wash. 99163
SCAN 426-6811/335-6811

Black Student Union
Seattle Central Community College
Seattle, Wash. 98122
587-6976

Black Student Union
Shoreline Community College
Seattle, Wash. 98133
546-4101

Black Student Union
North Seattle Community College
Seattle, Wash. 98103
SCAN 446-4400/634-4558

E.O.P.
University of Washington
Seattle, Wash. 98195
SCAN 323-7047/543-7047

Black Studies Program
University of Washington
Seattle, Wash. 98195
SCAN 323-7410/543-7410

Black Student Union
University of Puget Sound
Tacoma, Wash.
SK 9-3521 Ext. 375

Black Student Union
Spokane Falls Community College
Spokane, Wash. 99204
SCAN 545-2830/456-2830

Black Student Union
Whitworth College
Spokane, Wash.
HU 9-3550 Ext. 234

Black Student Union
Fort Steilacoom Community College
Tacoma, Wash. 98499
SCAN 241-3320/JU 8-3623

Bantu Organization
Pacific Lutheran University
Tacoma, Wash.
LE 1-6900 Ext. 443

Obi Society
Tacoma Community College
Tacoma, Wash. 98465
SCAN 241-0310 Ext. 251
LO 4-7200 Ext. 251

Black Student Union
University of Puget Sound
Tacoma, Wash.
SK 9-3521 Ext. 375

Black Student Union
Walla Walla Community College
Walla Walla, Wash. 99362
SCAN 637-1255/JA 9-0670

Black Student Union
Whitman College
Walla Walla, Wash.
JA 9-5100

Black Student Union
Wenatchee Valley Community College
Wenatchee, Wash. 98801
SCAN 565-1224 Ext. 240
663-5126

Black Student Union
212 So. 6th Ave.
Yakima, Wash. 98902

SOCIAL SERVICE & SOCIAL ORGANIZATIONS

Black Desk
Dept. of Social and Health Services
P.O. Box 1788
Olympia, Wash. 98504
SCAN 234-4157/753-4157

NAACP
409 S. Main
Pasco, Wash.
547-6379

Black Youth, Inc.
905 Downing
Richland, Wash.

Black Action for Democracy Northwest (BAD)
2030 - 26th E.
Seattle, Wash.
EA 4-6539

Black Arts West
3406 E. Union
Seattle, Wash. 98122
EA 2-0211

SOCIAL SERVICE & SOCIAL ORGANIZATIONS con't

Black Desk
Dept. of Social and Health Services
2319 So. Jackson
Seattle, Wash. 98144
SCAN 576-6346/464-6346

Black Lay Caucus
820 18th Ave.
Seattle, Wash. 98122

Black Panther Party
2111 E. Union
Seattle, Wash.
EA 2-1038

Central Area Civil Rights Committee
1634 - 19th Ave.
Seattle, Wash. 98122

Central Area Girls Club
708 Empire Way
Seattle, Wash. 98122
EA 9-3310

Central Area Youth Assoc.
119 23rd Ave.
Seattle, Wash. 98122
EA 2-6642

CORE
P.O. Box 299
Seattle, Wash.

Drillarines
3328 36th Ave. So.
Seattle, Wash. 98144
PA 5-5492

Fellowship of Christian Urban Service
(FOCUS)
1312 E. Denny Way
Seattle, Wash. 98122
EA 9-1174

Loren Miller Club
1948 - 7th Ave. W.
Seattle, Wash.

Madrona Community Center
832 32nd Ave.
Seattle, Wash. 98122

NAACP
152½ - 20th Ave.
Seattle, Wash.
EA 4-6600

Project Equality Northwest
1608 E. Jefferson
Seattle, Wash.
EA 5-6784

Seattle Model City Citizens' Advisory Council
1918 Smith Tower Bldg.
Seattle, Wash. 98104
464-7845

Support Service Center
2319 S. Jackson
Seattle, Wash. 98144
SCAN 576-7810/464-7810

United Inner-City Development
4224 Rainier Ave. So.
Seattle, Wash. 98118
PA 5-1380

Yesler-Atlantic Street Community Center
104 - 17th Ave. So.
Seattle, Wash.

Afro-American Educational Society, Inc.
1207 E. 37th
Tacoma, Wash. 98404

Martin Luther King Ecumenical Center
712 So. 14th St.
Tacoma, Wash.
FU 3-1585

NAACP
3708 E. 14th
Vancouver, Wash.
694-7213

Afro-American Players
Route 3, Box 696
Yakima, Wash. 98902
GL 2-3400

Black Coalition
710 S. 8th
Yakima, Wash. 98901
GL 3-4649

Black Ministerial Association
512 So. Naches Ave.
Yakima, Wash. 98901
CH 8-1983

NAACP
1516 Marsh Road
Yakima, Wash. 98901
GL 2-2275

CHICANO

EMPLOYMENT CONTACTS

Arthur Romero
Hispanic-American Society
P.O. Box 1985
Olympia, Wash. 98507
SCAN 234-7498/753-7498

Active American Mexicanos Economic Development Center
500 Aurora Ave. No.
Seattle, Wash. 98109
624-3662

Employment Opportunity Center (EOC)
4726 Rainier Ave. So.
Seattle, Wash. 98118
PA 5-8200

Service Employment Redevelopment (SER)
5511 - 1st Ave. So.
Seattle, Wash. 98108
764-4220

Seattle Veterans Action Center
1300 Madison
Seattle, Wash.
583-6595

Central Committee of Latin Organizations (CCLO)
1134 Fawcett
Tacoma, Wash.
MA7-5710

Manpower Resource Center
711 Commerce Street
Tacoma, Wash. 98101

Spanish Speaking American Peoples Organization (SSAPO)
625 So. 91st
Tacoma, Wash. 98444
GR 2-0274

COLLEGE PROGRAMS

CHE - Chicano Educators
Western Washington State College
College of Ethnic Studies
Bellingham, Wash. 98225
SCAN 532-3210/676-3000

Mecha
Central Washington State College
Ellensburg, Wash. 98926
963-3442

Mecha
Skagit Valley College
Mount Vernon, Wash. 98273
SCAN 326-0225/424-1031 Ext. 225

Dr. Jacob Romero
The Evergreen State College
Olympia, Washington 98505
SCAN 234-3975/753-3975

Chicano Studies Program
Washington State University
Pullman, Wash. 99163
SCAN 426-8656/335-8656

United Mexican Americans
Columtia Basin Community College
Pasco, Wash. 99301
547-2356

Chicano Education Assoc.
Shoreline Community College
16101 Greenwood Ave. N.E.
Seattle, Wash. 98133
SCAN 274-1011/546-4101

Chicano Law Students for Justice
4083 Union Bay Circle
Seattle, Wash. 98105

Chicano Students
Seattle Central Community College
Seattle, Wash. 98122
SCAN 432-5433/587-5433

Chicano Education and Community Affairs
State Board for Community College Education
Office of Minority Affairs
2722 Eastlake Ave. E.
Seattle, Wash. 98102
SCAN 576-7040/464-7040

English as a Second Language
South Seattle Community College
6000 - 16th Ave. S. W.
Seattle, Wash. 98106
432-5452

COLLEGE PROGRAMS, con't

Minority Affairs Office
Central Seattle Community College
1625 Broadway
Seattle, Wash.
587-5433

Chicano Division
Office of Minority Affairs
University of Washington
Seattle, Wash. 98195
SCAN 323-6598/543-6598

E.O.P.
Centro de Estudios Chicanos
University of Washington
Seattle, Wash. 98195
SCAN 323-9295/543-9295

Mr. Richard Garcia
School of Social Work
University of Washington
Seattle, Wash. 98105
SCAN 323-5640/543-5640

Mecha/Brown Beret/Chicanas
3931 Brooklyn Ave. N.E.
Seattle, Wash. 98195
SCAN 323-4628/543-4628

Los Unidos
Tacoma Community College
5900 So. 12th
Tacoma, Wash.
SCAN 241-0310 Ext. 395
LO 4-7200 Ext. 395

Mecha
Yakima Valley College
Yakima, Wash. 98902
865-2733

Chicano Studies
Yakima Valley College
Yakima, Wash. 98902
SCAN 473-1011/453-0356

SOCIAL SERVICE AND SOCIAL ORGANIZATIONS

Mutualistas
212 Third Ave.
Granger, Wash. 98932

Northwest Rural Opportunities (NRO)
140 Division
Grandview, Wash. 98932

United Voice
917 W. Entiat
Kennewick, Wash. 99336
586-9741

Lynden Migrant Center
320 Main St.
Lynden, Wash. 98264
354-2281

Grant County Community Action Council
108 W. Broadway
Moses Lake, Wash. 98837
765-9206

Northwest Rural Opportunities (NRO)
821 W. Broadway
Moses Lake, Wash. 98837
RO 5-3431

Whatcom-Skagit Rural Opportunity Council
112 Kincaid St.
Mount Vernon, Wash. 98273
336-6581

Chicano Desk
Dept. of Social and Health Services
P.O. Box 1788
Olympia, Wash. 98504
SCAN 234-4156/753-4156

Migrant Health Task Force
Dept. of Social and Health Services
P.O. Box 1788
Olympia, Wash. 98504
SCAN 234-5912/753-5912

United Farmworkers Organizing Committee
Route 1, Box 59-C
Outlook, Wash. 98938
837-5890

Northwest Rural Opportunities
Pasco, Wash. 99301
547-0521

Northwest Rural Opportunities (NRO)
Washington State University
Pullman, Wash. 99163

American Friends Service Committee
814 N.E. 40th
Seattle, Wash. 98105
ME 2-0500

El Club Latino de Seattle
9907 - 31st S.W.
Seattle, Wash. 98126

SOCIAL SERVICE AND SOCIAL ORGANIZATIONS, con't

League of Latin American Citizens
3815 So. Court St.
Seattle, Wash. 98144

Chicano Northwest Regional Task Force
University of Washington
Seattle, Wash. 98195
SCAN 323-9700/543-9700

Migrant Health
Health, Education, and Welfare
Arcade Plaza Bldg.
Seattle, Wash.
442-0513

Unidos Center
9407 - 16th Ave. S. W.
Seattle, Wash. 98106

United Farm Workers
5809 - 17th Ave. N.E.
Seattle, Wash. 98105
LA 2-8480

Mexican-American Self Help
Box 1000
Steilacoom, Wash. 98388

G.R.O.W.
1512 Gregory
Sunnyside, Wash. 98944

Chicanos Unidos
304 Spruce Ave.
Sunnyside, Wash. 98944

Mexican-American Commission
320 E. Toppenish Ave.
Toppenish, Wash. 98948 /865-4621

Farmworker Family Health Center
Box 390
Toppenish, Wash. 98948

Northwest Rural Opportunities (NRO)
320 E. Toppenish Ave.
Toppenish, Wash. 98948
865-4621

Spanish Speaking Apostolate
816 S. 6th
Sunnyside, Wash. 98944

United Farm Workers
P.O. Box 751
Toppenish, Wash. 98948
865-2678

United Chicanos
14 S. 3rd St.
Walla Walla, Wash. 99362

Cursillistas
116 E. Viola
Yakima, Wash. 98902
CH 8-0515

Mexican-American Federation
609 S. 9th Ave.
Yakima, Wash. 98901
GL 3-6561

Interagency Task Force for Agricultural Workers
P.O. Box 1788
Olympia, Wash. 98504
SCAN 234-2486/753-2486

AGE

EMPLOYMENT CONTACTS

THE AGED

Employ Experienced Elderly
Extended Services to the Elderly
418 Jones Bldg.
1331 - 3rd Ave.
Seattle, Wash. 98101
MA 3-8354

Seattle-King County Economic Opportunity Board (SKCEOB)
1519 - 12th
Seattle, Wash. 98122
442-0802

Senior Worker's Service
300 Mission Ave.
Spokane, Wash. 99202
456-2734

Senior Advisory Coordinate (E.O.C.)
2310 Main St.
Vancouver, Wash.

YOUTH

Youth Eastside Services
Box 625
Bellevue, Wash. 98009
GL 5-4830

Youth Employment Mart
411 E. Union
Olympia, Wash. 98501
943-9035

King County Youth Affairs Bureau
400-0 King County Courthouse
Seattle, Wash. 98104
344-3892

Seattle-King County Economic Opportunity Board, Youth Coordinator
1519 - 12th
Seattle, Wash. 98122
442-0802

Seattle Youth Division
007 Manicipal Bldg.
Seattle, Wash. 98104
583-5746

Spokane Center for Youth Services
5620 E. Desmet
Spokane, Wash. 99206
456-3270

Tasks for Teens
8960 Gravelly Lake Drive S.W.
Tacoma, Wash.
JU 8-1655

SOCIAL SERVICE AND SOCIAL ORGANIZATIONS

THE AGED

Grays Harbor SOS Program
P.O. Box 187
Aberdeen, Wash. 98520

Stillaguamish Center
Pioneer Hall
P.O. Box 101
Arlington, Wash. 98223
435-4430

Satellite Program of Whatcom County
314 E. Holly
Bellingham, Wash. 98225
733-4030

Bremerton Senior Citizen Center
P.O. Box 2016, Sheridan Park Station
Bremerton, Wash. 98310
ES 7-7820

Kitsap Community Action Aging Program
P.O. Box 436, Wycoff Station
Bremerton, Washington 98310
ES 7-0053

Cashmere Swinging Sixties Club
411 Cottage Ave.
Cashmere, Wash. 98815
782-1542

Lewis County Senior Citizens Project
1117 Boistfort
Chehalis, Wash. 98532
748-6696

Tri-County Senior Centers
695 So. Main St.
Colville, Wash. 99114
684-2515

SOCIAL SERVICE AND SOCIAL ORGANIZATIONS, con't

South County Senior Center
P.O. Box 354
Edmonds, Wash. 98020
774-5555/778-3838

Kittitas County SOS Program
303 N. Main
Ellensburg, Washington 98926

Silver Circle Senior Citizens Center
201 N. Ruby St.
Ellensburg, Wash. 98926

Ephrata Outreach and Home Visitor Project
135 - 1st Ave. N.W.
Ephrata, Wash. 98823
754-2382

Whidbey Island Extended Services to the Elderly
Box 272
Freeland, Wash. 98249
382-6164

Grand Coulee Senior Information Center
Box 636
Grand Coulee, Wash. 99133

Jefferson County SOS Program
Hadlock, Wash. 98339

Senior Citizen Center
321 E. Meeker
Kent, Wash. 98031
852-2412

Longview Senior Citizens Center
2920 Douglas St.
Longview, Wash. 98632
425-6700 Ext. 22

Lynden Senior Center
504 Front St.
Lynden, Wash. 98264
354-4501

South County Council on Aging
P.O. Box 325
Lynwood, Wash.
PR 6-2065

East County Senior Center, Inc.
Highway 2
Monroe, Wash. 98272
794-6359

Makah Senior Citizens Service
P.O. Box 527
Neah Bay, Wash. 98357
645-2205

Hospitality House Senior Activity Center
216 S. Washington St.
Newport, Wash. 99156
447-3327

Aging Program Directors
202 Capitol Theatre Bldg.
Olympia, Wash. 98501
943-8660

Tri-Cities Senior Center
1125 No. 4th
Pasco, Wash. 99301

Clallam County SOS Program
215 So. Lincoln
Port Angeles, Wash. 98362

Port Angeles Senior Citizens Center
215 So. Lincoln
Port Angeles, Wash. 98362
457-0411 Ext. 257

Pullman Senior Citizens Center
201 Paradise
Pullman, Wash. 99163

H. E. Gritman Senior Center
Box 63
Ritzville, Washington 99169
659-1921

Ballard Center
6521 - 20th Ave. N.W.
Seattle, Wash. 98107

Columbia Club
423 Marion St.
Seattle, Wash. 98104
MA 2-7278

Coordinated Comprehensive Services for Aging
1700 E. Cherry, Suite 200
Seattle, Wash. 98122
EA 9-9222

Council on Aging for Seattle and King County
107 Cherry St.
Seattle, Wash. 98104
MU 2-8161

SOCIAL SERVICE AND SOCIAL ORGANIZATIONS, con't

International Drop-in Center
Filipino Elderly Project
506 So. King St.
Seattle, Wash. 98104
MA 2-4053

Jefferson House
800 Jefferson St.
Seattle, Wash. 98104
MA 3-0550

Lee House
7315 - 39th Ave. So.
Seattle, Wash. 98118
PA 2-0317

Senior Centers Inc.
800 Jefferson St.
Seattle, Wash. 98104
MA 4-6870

Tallmadge Hamilton House
5225 - 15th Ave. N.E.
Seattle, Wash. 98105
LA 4-0473

Washington Senior Craftsmen
Pier 70
Seattle, Washington 98121

Senior Citizens of Sequim
148 W. Cedar
Sequim, Wash. 98382
683-6806

Corbin Community Center
W. 827 Cleveland Ave.
Spokane, Wash. 99205
624-4341 Ext. 271

Council on Aging
W. 315 Sprague
Spokane, Wash. 99204
MA 4-5222

Mid-City Concerns Senior Center
S. 121 Madison
Spokane, Wash. 99204
RI 7-3257

Mid-City Home Delivered Meals
S. 221 Howard
Spokane, Wash. 99204
624-7805

Northside Home Delivered Meals
E. 226 Sprague
Spokane, Wash. 99204

Office on Aging
Fahy Gardens
Spokane, Wash. 99204
FA 8-7958

Operation Roundtable
E. 302 Boon Ave.
Spokane, Wash. 99202
328-5603

Sinto Senior Center
W. 1124 Sinto Ave.
Spokane, Wash. 99201
624-4341 Ext. 271

Pierce County Senior Program
955 Tacoma Ave. So.
Tacoma, Wash. 98402

Tacoma Model Cities Aging Program
2315 S. Yakima
Tacoma, Wash. 98405
572-7776

SOS Program
2314 Main
Vancouver, Wash. 98660

Vancouver Senior Center
1009 E. McLoughlin Blvd.
Vancouver, Wash. 98661

Wenatchee Senior Center
215 Orondo St.
Wenatchee, Wash. 98801
662-7036

Yakima Senior Center
202 So. 4th
Yakima, Wash. 98901

Council on Aging
Dept. of Social and Health Services
P.O. Box 1788
Olympia, Wash. 98504
SCAN 234-2502/753-2502

SOCIAL SERVICE AND SOCIAL ORGANIZATIONS, con't

YOUTH

Seattle-King County Youth Commission
231 King County Courthouse
Seattle, Wash. 98104
344-3892/583-5746

Youth Advocates
1614 Melrose
Seattle, Wash. 98122
EA 2-0203

Youth Center
1211 E. Adler
Seattle, Wash.
EA 3-9500

East Side Youth Center
N. 113 Stone
Spokane, Wash. 99202
KE 5-7906

Economic Opportunity Center
2314 Main
Vancouver, Wash.
694-3377

WOMEN

EMPLOYMENT CONTACTS

State of Washington
Dept. of Personnel
Ida Ballasiotes
600 Franklin
Olympia, Wash. 98504
SCAN 234-5928/753-5928

COLLEGE PROGRAMS

Associated Women Students
Grays Harbor College
Aberdeen, Wash. 98520
SCAN 433-1207/532-9020

Women's Commission
Bellevue Community College
Bellevue, Wash. 98007
641-2213

Western Washington State College
Women's Commission
Mary Robinson
Bellingham, Wash. 98225
SCAN 532-3140/676-3000

Women's Commission
Olympic College
Bremerton, Wash. 98310
SCAN 356-4501/478-4511

Women's Commission
Eastern Washington State College
Cheney, Wash. 99004
SCAN 353-7852/235-6221

Women United
Highline Community College
Midway, Wash. 98031
SCAN 274-1011/TR 8-3710

Women's Commission
Skagit Valley College
Mount Vernon, Wash. 98273
SCAN 326-0112/424-1031

Women's Commission
The Evergreen State College
Olympia, Wash. 98505
SCAN 234-3142/753-3142

Associated Women Students
Columbia Basin Community College
Pasco, Wash. 99301
SCAN 563-1221/547-0511

Women's Commission
Dr. Inga Kelly
Washington State University
Pullman, Wash. 99163
SCAN 426-5022/335-5022

Women's Commission
Anne McCartney
Shoreline Community College
Seattle, Wash. 98133
LI 6-4668

Women's Commission
Ginny Williams
North Seattle Community College
Seattle, Wash. 98103
634-4402

Women's Commission
Seattle University
Seattle, Wash. 98122
626-6792

ASUW Women's Commission
203 HUB
University of Washington
Seattle, Wash. 98105
SCAN 323-1817/543-1817

Law Women's Caucus
Ellen Tiger
205 Condon Hall
University of Washington
Seattle, Wash. 98105
SCAN 323-2100/543-2100

U.W. Staff Women's Forum
Betty Francis
Child Development and Mental Retardation Center
University of Washington
Seattle, Wash. 98105
SCAN 323-8810/543-8810

Associated Women's Students Council
Gonzaga University
Spokane, Wash.
FA 8-4220

Women's Commission
Whitworth College
Spokane, Wash.
HU 9-3550 Ext. 218

COLLEGE PROGRAMS, con't

Women's Center
Fort Steilacoom Community College
Tacoma, Wash. 98499
JU 8-3623 Ext. 61

Clark College
Suzanne Fennell
Vancouver, Wash. 98663
SCAN 534-1011/694-6521

STATEWIDE WOMEN'S ORGANIZATIONS

Wash. State American Assoc. of Unversity Women
Gladys Burns
2512 Galloway
Olympia, Wash. 98501
357-6896

Wash. State Business and Professional Women
Helen Raymond
707½ W. 4th Plain Blvd.
Vancouver, Wash. 98660
693-7012

Federation of Democratic Women's Clubs
Gladys Morgen
W. 2311 Walton
Spokane, Wash. 99205
327-2411

Federation of Republican Women
Jane Stripp
1626 - 98th N.E.
Bellevue, Wash. 98004
GL 4-7246

League of Women Voters
Jocelyn Marchisio
5425 - 146th S. E.
Bellevue, Wash. 98006
SH 6-3612

National Organization for Women
Helen Sommers, State Coordinator
2516 - 14th W. #105
Seattle, Wash. 98119
AT 3-6388

National Organization for Women
Jan Swanson, State Legislative Chairperson
20015 - 43rd S.E.
Bothell, Wash. 98011
485-2164

National Organization for Women
Nancy Filler, Western Regional Director
Route 6, Box 6854
Bainbridge Island, Wash. 98110
VI 2-4530

Washington State Women's Council
305 Insurance Bldg.
Olympia, Wash. 98504
SCAN 234-2870/753-2870

Women's Political Caucus
Susan Van Ness, State Coordinator
1721 N.W. Greenbrier Way
Seattle, Wash. 98177
SU 3-5922

Washington State Women's Lawyers' Assoc.
Lee Kraft
402-A King County Courthouse
Seattle, Wash. 98104
344-7445

Y.W.C.A.

1026 N. Forrest
Bellingham, Wash. 98225
734-4820

220 E. Union
Olympia, Wash. 98501
352-0593

305 S. 43rd
Renton, Wash.
BA 6-0210

1118 - 5th Ave.
Seattle, Wash. 98101
623-4800

East Side Y.W.C.A.
2820 E. Cherry
Seattle, Wash. 98122
323-6319

North Area Y.W.C.A.
13305 - 1st N.E.
Seattle, Wash. 98125
EM 4-6810

West Seattle Y.W.C.A.
4800 - 40th S.W.
Seattle, Wash. 98116
WE 5-6770

Y.W.C.A., con't

University Y.W.C.A.
4224 University Way N.E.
Seattle, Wash. 98105
ME 2-4747

W. 829 Broadway
Spokane, Wash.
FA 6-1190

401 Broadway
Tacoma, Wash.
BR 2-4181

917 "Z"
Vancouver, Wash.
694-8366

213 So. 1st
Walla Walla, Wash.
JA 5-2570

212- 1st
Wenatchee, Wash.
662-7790

15 No. Naches
Yakima, Wash.
GL 3-7127

SOCIAL SERVICE AND SOCIAL ORGANIZATIONS SEATTLE AREA

Archdiocesan Council of Catholic Women
Mrs. Colin Edwards
1725 Gregory Way
Bremerton, Wash. 98310

Beta Kappa Sorority
June Smith
2310 E. Pine
Seattle, Wash. 98122

Church Women United
Mrs. Percy Bell
6189 N.E. 187th Pl.
Seattle, Wash.
486-3033

Delta Kappa Gamma
Ms. Handy
19240 - 10th Ave. N.E.
Seattle, Wash. 98155
EM 4-4566

Democratic Women's Club
Marjorie Arnold
10880 Dixon Dr. So.
Seattle, Wash. 98178
SP 2-2755

Evening Women's Alliance
University Unitarian Church
6556 - 35th N.E.
Seattle, Wash. 98115
LA 5-8400

Federation of Women's Clubs of Seattle
4835 N.E. 86th
Seattle, Wash. 98115
LA 2-4181/LA 2-3203

Feminist Coordinating Council
Lynn Bruner
2207 E. McGraw
Seattle, Wash. 98112
EA 5-9018

Gay Women's Alliance
Carol Strong
4120 Burke Ave. No. #9
Seattle, Wash.

Gay Women's Resource Center
Shelly Reddick
4746 - 16th N.E.
Seattle, Wash.

Grassroots Assembly of Women
822 - 6th Ave. No.
Seattle, Wash. 98109

Insurance Women's Assoc. of Seattle
P.O. Box 3
Seattle, Wash. 98111

It's About Time
5502 University Way N.E.
Seattle, Wash. 98105
LA 5-0999

Join Hands
Marth*Thornock
7708 E. Greenlake Drive No.
Seattle, Wash. 98103
LA 2-7549

League of Women Voters of Seattle
Nancy Miller
1402 - 18th Ave.
Seattle, Wash. 98122
EA 2-4848/LA 4-0933

SOCIAL SERVICE AND SOCIAL ORGANIZATIONS, con't

SEATTLE AREA

East Side League of Women Voters
Carolyn Massey
10632 N.E. 12th Pl.
Bellevue, Wash. 98004
GL 5-1903

Mariette No. 176
Mrs. V. Patten
10816 - 37th S. W.
Seattle, Wash. 98146

Mary Mahoney Registered Nurse's Club
Mrs. Maxine Hayes
1520 Lake Washington Blvd. So.
Seattle, Wash. 98144

National Council of Jewish Women
Mrs. Orley Solomen
83 Pine
Seattle, Wash. 98101
682-1919

Seattle-King County N.O.W.
Elaine Latourell
3321 NE 185th
Seattle, Wash. 98155
363-7164

Pandora
1408 N.E. 43rd, Rm. 203
Seattle, Wash.
633-2440

Premium Toastmistress Club
Iola R. Douglas
1732 So. Shelton
Seattle, Wash. 98108
RO 2-9159

Radical Women
Cindy Gipple
2940 36th Ave. So.
Seattle, Wash. 98105
PA 5-0471

Republican Women's Club
Mrs. William Stripp
1626 - 98th NE.
Bellevue, Wash. 98004

Roosevelt High Women's Caucus
c/o Ms. DeWall
1410 N.E. 66th
Seattle, Wash. 98155
587-4224

Seattle Feminist Alliance
Barbara Vanderkoi[illegible]
2218 Franklin E.
Seattle, Wash. 98102
329-0714/RO 3-8710

Seattle Feminist Mosaic
Daphne Schneider
5209 - 19th N.E.
Seattle, Wash. 98105
LA 2-3120

Seattle Women Act for Peace
Mrs. Irene B. Hull
3110 B Portage Bay Pl. E.
Seattle, Wash. 98102
EA 2-7761

Seattle Women's Commission
313½ - 1st Ave. So.
Seattle, Wash. 98104
583-6830

Secretaries Association
7315 - 19th N.E.
Seattle, Wash. 98115

Unitarian Women's Alliance
6556 - 35th N.E.
Seattle, Wash. 98105
LA 5-8400

Western Washington Women's Medical Asso.
Dr. Lois Day
2555 Magnolia Blvd. W.
Seattle, Wash. 98199

Women's Equity Action League (WEAL)
Dorothy Strawn
11039 Dayton Ave. No.
Seattle, Wash. 98133
EM 2-4074

Women's Commercial Club
P.O. Box 12
Seattle, Wash. 98111

Women's Political Caucus
Dr. Elizabeth LeFevure
2601 Cascadia So.
Seattle, Wash. 98144
EM 4-0300/543-3180

HANDICAPPED

EMPLOYMENT CONTACTS

Grays Harbor Goodwill, Inc.
313 So. "H" St.
Aberdeen, Wash. 98520
533-2111

St. Vincent DePaul Salvage Bureau
1001 Fairview No.
Auburn, Wash. 98002
TE 3-0400

Services, Inc.
10241 Main St.
Bellevue, Wash. 98004
454-7330

Olympic Peninsula Enterprises
5700 Highway 3 So.
Bremerton, Wash. 98310
ES 7-3966

Elmview Activity Center (mentally retarded)
Route 2, Box 219
Ellensburg, Wash. 98926
968-3729

St. Vincent DePaul
607 So. Main St.
Ellensburg, Wash. 98926
925-2167

Community Oriented Vocational Education
(COVE) (mentally ill)
918 Madison
Everett, Wash. 98203
EL 3-8155

Goodwill Industries
2726 Lombard St.
Everett, Wash. 98201
AL 2-6163

Snohomish County Center for the Handicapped
1314 - 26th St.
Everett, Wash. 98201
AL 2-8207

Volunteers of America
2801 Lombard Ave.
Everett, Wash. 98201
259-3191

Benton-Franklin Occupational Training Center
741 So. Dayton
Kennewick, Wash. 99336

Eastside Handicappers
105 State Street
P.O. Box 358
Kirkland, Wash. 98033
822-2275

Applied Industries
3rd and Florida Streets
Longview, Wash. 98632
425-6404

Goodwill Industries
1213 - 14th Ave.
Longview, Wash. 98632
424-6929

Work Opportunities
6225 - 202nd S. W.
Lynnwood, Wash. 98036
PR 8-5054

Cedar Hill Alcoholic Treatment Center
15825 - 228th Ave. S. E.
Maple Valley, Wash. 98038/BA 8-5115

Governor's Commission on Employment of
the Handicapped
Doug Pearson, Executive Secretary
P.O. Box 367
Olympia, Wash. 98504
SCAN 234-5188/753-5188

Goodwill Industries
307 W. Columbia
Pasco, Wash. 99202
547-7717

Community Services for the Blind
1530 Queen Anne No.
Seattle, Wash. 98109
285-0900

Family House (drug abusers)
200 W. Comstock
Seattle, Wash. 98119
AT 4-2431

EMPLOYMENT CONTACTS, con't

Job Therapy (ex-offenders)
222 Jo[illegible]
Sea[illegible]ash. 98109
[illegible]

Mental Recovery, Inc.
2308 No. 42nd
Seattle, Wash. 98103
ME 2-8009

Northwest Center for the Retarded
Pier 91, Bldg. 270
Seattle, Wash. 98119
AT 2-3444

Rehabilitation Center for Injured Workers
(H.T. Buckner Rehabilitation Center)
32nd Ave. So. and Alaska St.
Seattle, Wash. 98118
PA 5-8600

Seattle Central Area Industries, Inc.
200 21st
Seattle, Wash.
EA 9-8500

Seattle Goodwill Industries
1400 So. Lane
Seattle, Wash. 98144
EA 9-1000

South King County Activity Center
(mentally retarded)
8611 So. 228th
Seattle, Wash. 98031
UL 4-3722

St. Vincent DePaul
1001 Fairview No.
Seattle, Wash. 98109
MA 3-1492

Skills, Inc.
1126 No. 98th
Seattle, Wash.
LA 2-4729

Inland Empire Goodwill Industries
130 E. Third
Spokane, Wash. 99202
TE 8-4246

Vocational Resource Center
728 Broadway
Seattle, Wash. 98122
EA 4-6726

Lakeland Village Field Service
W. 12 Indiana
Spokane, Wash. 99205
456-2893

New Hope Training Center for Mentally Retard
417 No. Willow
Spokane, Wash. 99206
WA 6-4441

Prevocational Training Center
N. 2526 Division
Spokane, Wash. 99207
FA 5-5357

Project W.A.G.E.
617 Hutton Bldg.
Spokane, Wash. 99204
456-5080

Supervised Occupational Enterprises
Jean McClay
S. 158 Post
Spokane, Wash. 99204
HU 9-9363/MA 4-9806

Volunteers of America
W. 9 Main
Spokane, Wash. 99201
MA 4-2378

Victoria Ranch, Inc.
503 - 316th St. N.W.
Stanwood, Wash. 98292
692-3383

Goodwill Industries Rehabilitation Center
714 So. 27th St.
Tacoma, Wash. 98409
BR 2-5166

United Cerebral Palsy of Pierce County
2366 Tacoma Ave.
Tacoma, Wash. 98409
MA 7-1716

Goodwill Industries of Oregon
114 E. 7th St.
Vancouver, Wash.
695-5811

Goodwill Industries
217 E. Alder St.
Walla Walla, Wash. 99362
JA 5-5992

EMPLOYMENT CONTACTS, con't

Goodwill Industries
222 So. 3rd
Yakima, Wash. 98901
GL 3-7489

Special Project for the Handicapped
2004 So. 18th St.
Yakima, Wash. 98902
453-8929

St. Vincent DePaul
2629 So. First St.
Yakima, Wash. 98903
GL 7-5111

Yakima Specialities
P.O. Box 1735
Yakima, Wash. 98901
453-0386

VOCATIONAL REHABILITATION OFFICES

405 Wishkah
Aberdeen, Wash. 98520
SCAN 325-1273/532-0950

800 - 4th St. N.E.
Auburn, Wash. 98002
833-6990

218A, Unity St.
Bellingham, Wash. 98225
SCAN 237-1201/734-0410

North Shore Prevocational Program
9816 N.E. 183rd
Bothell, Wash. 98011
259-8474

Olympic Center
3423 - 6th Ave., Rm. 217
Bremerton, Wash. 98310
SCAN 356-4981/478-4877

Skagit/Island Prevocational Program
1833 Skagit Village
Burlington, Wash. 98233
757-8021

1153 Chehalis Ave.
Chehalis, Wash. 98532
SCAN 365-1295/748-4429

Edmonds Prevocational School Program
3800 - 196th S.W.
Lynwood, Wash. 98306
778-8908

403 Central Bldg.
1719 Hewitt St.
Everett, Wash. 98201
SCAN 265-8474/259-8484

Prevocational Cooperative School Program
42118 So. 288th
Federal Way, Wash. 98002
839-5370

2634 W. Bruneau Pl.
Kennewick, Wash. 99336
SCAN 625-1261/783-6213

105 Robyal Bldg.
1516 Hudson
Longview, Wash. 98632
423-6740

Washington State Reformatory
P.O. Box 777
Monroe, Wash. 98272
SCAN 241-2320 Ext. 288
794-8077 Ext. 288

120 Union Ave., Rm. 108
Olympia, Wash. 98504
SCAN 234-7350/753-7350

408 E. 8th St.
Port Angeles, Wash. 98362
SCAN 632-1265/457-8558

State Services for the Blind
3411 So. Alaska At.
Seattle, Wash. 98118
SCAN 576-6690/464-6690

Republic Bldg.
1511 - 3rd Ave.
Seattle, Wash. 98101 /464-7790

Seattle Central Community College
Seattle, Wash. 98122
587-3855

Correctional Rehabilitation Services
9501 5th N.E.
Seattle, Wash. 98115
375-1266

VOCATIONAL REHABILITATION OFFICES, con't

Correctional Rehabilitation Services
918 Smith Tower Bldg.
506 - 2nd Ave.
Seattle, Wash. 98104
SCAN 576-6577/464-6577

Hearing and Speech Center
1620 - 18th Ave.
Seattle, Wash. 98122
SCAN 576-7858/464-7858

Pioneer Square Service Center
819 Smith Tower Bldg.
506 - 2nd Ave.
Seattle, Wash. 98104
SCAN 576-6302/464-6302

Support Services Center
2319 So. Jackson
Seattle, Wash. 98144
SCAN 576-7716/464-7716

Correctional Rehabilitation Services
Washington Correction Center
P.O. Box 900
Shelton, Wash. 98584
SCAN 276-1011/426-4433

State Services for the Blind
W. 55 Mission
Spokane, Wash. 99201
SCAN 545-4458/456-4458

515 Hutton Bldg.
Spokane, Wash. 99204
SCAN 545-3160/456-3160

Spokane Community College
E. 3403 Mission Ave.
Spokane, Wash. 99204
SCAN 545-2496/456-2496

Correctional Rehabilitation Services
W. 1707 Broadway Ave.
Spokane, Wash. 99201
SCAN 545-3197/456-3197

302 Public Service Bldg.
Tacoma, Wash. 98402
SCAN 462-2353/593-2350

Correctional Rehabilitation Services
10506 Bridgeport Way, Rm. G
Tacoma, Wash. 98499
SCAN 462-2061/552-3731

10 State Federal Bldg.
1408 Franklin
Vancouver, Wash. 98600
SCAN 476-6611/696-6611

Washington State Penitentiary
P.O. Box 520
Walla Walla, Wash. 99362
SCAN 637-1253/525-3610

310 Drumheller Bldg.
Walla Walla, Wash. 99362
SCAN 637-1266/525-7103

202 Valley North Shopping Center
Wenatchee, Wash. 98801
SCAN 565-1231/662-7360

207 Larson Bldg.
6 So. 2nd St.
Yakima, Wash. 98901
SCAN 367-1273/248-0110

State Services for the Blind
P.O. Box 1809
Yakima, Wash. 98901
453-6561

SOCIAL SERVICE AND SOCIAL ORGANIZATIONS

Veterans Administration Hospital
American Lake, Wash. 98493
JU 8-2185

Whatcom Assoc. of Training Centers, Inc.
3399 Alderwood
Bellingham, Wash. 98225
734-9240

New Leaf
P.O. Box 553
Burlington, Wash. 98233
757-8831

Kitsap and Mason Counties Vocational and Recreational Workshop (mentally retarded)
P.O. Box 575
Bremerton, Wash. 98310

Epton Activity Center (mentally retarded)
So. 1009 Mill St.
Colfax, Wash. 99111
EX 7-3939

SOCIAL SERVICE AND SOCIAL ORGANIZATIONS, con't

Scund View Handicapped Club
1318 Poplar
Everett, Wash. 98201
AL 2-1410

Drug Abuse Prevention Center
709 No. Nevada St.
Kelso, Wash. 98632
636-1050

Longview House (drug and alcohol abusers)
1226 11th Ave.
Longview, Wash. 98632
636 1540

Morningside
Walnut Road
Olympia, Wash. 98501
943-0512

Seven Gables Center (alcoholics)
1205 West Bay Drive
Olympia, Wash. 98501
943-1806

Diversified Industries, Inc.
Route 3, Box 1208
Port Angeles, Wash. 98362
452-9789

Good Samaritan Rehabilitation Center
407 - 14th Ave. S.E.
Puyallup, Wash. 98371
TH 5-1743

City of Seattle Human Resources Office
313½ - 1st St.
Seattle, Wash.
583-6880

Easter Seal Society for Crippled Children
and Adults of Washington
521 - 2nd Ave. W.
Seattle, Wash. 98119
AT 4-5707

Firland Activity Shop
1704 N.E. 150th St.
Seattle, Wash. 98155
EM 2-6700 Ext. 209

King Co. Multiple Sclerosis Assoc.
1010 - 5th Ave. No.
Seattle, Wash. 98109
AT 2-9297

Lighthouse for the Blind
2501 So. Plum St.
Seattle, Wash. 98144
EA 2-4200

Muscular Dystrophy Assoc. of America
Seaboard Bldg.
1506 Westlake
Seattle, Wash. 98101
MA 4-5222

Northwest Foundation for the Blind
5250 Rainier Ave. So.
Seattle, Wash. 98118
PA 2-7171

Orion Industries
7600 - 5th Ave. So.
Seattle, Wash. 98108
RO 2-8900

Puget Sound Social Programs, Inc. (drug abuse
5212 15th N.E.
Seattle, Wash. 98105
LA 2-0220

Salvation Army
233 - 1st St. W.
Seattle, Wash. 98109
AT 4-1634

Seattle Drug and Narcotic Rehabilitation
Center
809 - 15th Ave. E.
P.O. Box 24344
Seattle, Wash. 98102
EA 4-8500

Seattle Handicapped Club
2106 - 2nd Ave.
Seattle, Wash. 98121
MA 3-7050

Special Industries of the Northwest
Bldg. 270
Pier 91, Naval Supply Depot
Seattle, Wash. 98119
AT 4-3311

United Cerebral Palsy Assoc. of King Co.
4409 Interlake No.
Seattle, Wash. 98103
ME 2-2827

SOCIAL SERVICE AND SOCIAL ORGANIZATIONS, con't

V.A. Hospital Social Work Service
4435 Beacon Ave. So.
Seattle, Wash. 98108
RO2-1010

Washington Association for the Retarded
133½ - 14th E.
Seattle, Wash.
EA 2-1855

Exceptional Foresters
P.O. Box 362
Shelton, Washl. 98584
426-1550

Rehabilitation Center
N. 3128 Hemlock
Spokane, Wash. 99205
FA 5-5451

Lillie Rice Center
1627 Evergreen St.
Walla Walla, Wash. 98362
JA 5-3532

Clark County Development Center
3114 - 4th Plain Blvd.
Vancouver, Wash. 98663

Sho-Craft
1202 W. 4th Plain Blvd.
Vancouver, Wash. 98661
695-8651

Swarf Center (alcoholics)
P.O. Box 1749
Vancouver, Wash. 98663
696-1659

Composition of Committee

In order to establish a districtwide advisory committee, a local educational agency shall designate at least five civic or community organizations, each of which shall select a member of the committee. The civic or community organizations which participate in the selection process shall, when taken together rather than considered individually, be broadly representative of the minority and nonminority communities.

60% shall be members of one of the four protected classes. School district employees (who are members of protected classes) should be represented, also. The committee should also contain members from classified and certificated persons. School district administrators should participate as ad-hoc committee members only.

All meetings should be open public meetings and notice should be given to the community by newspaper, radio, etc., of scheduled meetings.